

Officers' Call



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An F/A-18 Hornet pilot executes pre-flight checks on an F/A-18C Hornet assigned to the "Marauders" of Strike Fighter Squadron Eight Two (VFA-82) on the flight deck of aircraft carrier USS Enterprise (CVN 65). Enterprise was one of seven aircraft carriers that participated in Summer Pulse 2004, the simultaneous deployment of seven aircraft carrier strike groups (CSGs), demonstrating the ability of the Navy to provide credible combat power across the globe, in five theaters with other U.S., allied, and coalition military forces. U.S. Navy photo by Photographer's Mate Airman Rob Gaston.

Captain's Corner

One of the most rewarding aspects of my job as Director, Surface Warfare assignments is the opportunity to travel in conjunction with our superb Center for Career Development (CCD) team and meet our Surface Warriors in fleet concentration areas worldwide. My sincere appreciation to all those professional and dedicated Sailors who have made the PERS-41 team welcome during our continued waterfront visits and contributed to providing meaningful career advice to our SWOs and their spouses.

Engagement of our junior officers by senior community leadership has continued to produce positive feedback across the board. The mentorship of our SWO Flags was critical to YG 96 achieving our goal of 275 SWOCP contracts, our highest for any year group since SWOCP was implemented!

A note on EOOW qualification: it is essential for junior officers to complete this significant career milestone as early as possible. The SWOSDOC transformation gives our division officers 27 months on their first sea tour - ample time to earn an EOOW letter. Your ship's EOOW training program should be providing your junior officers ample opportunity to train and qualify as EOOWs. EOOW is an essential basic qualification for any SWO and the springboard for priority assignment on Divo and later, Dept Head slates.

CNO continues to emphasize the continuum of education as the key to capitalizing on the genius of our community and developing our leaders of the future. The SWO Community enjoys the highest completion rate of any URL community for both Joint Professional Military Education (JPME) and graduate education. We have exceeded our goal of a 60/40 percent split between technical/non-technical curricula at Naval Post Graduate School, with over 65 percent of our SWOs in cutting edge technical programs such as Combat Systems Science & Technology, Space Systems, Joint C4I, Info Systems, MOVES, Systems Engineering and Analysis and USW. JPME continues to grow in importance as SWOs continue to be assigned to heavy-lifting Joint billets around the world. The importance of pursuing JPME I completion early in your career can't be over-emphasized. JPME I credit may be obtained via an in-residence War College, NPS, the non-resident seminar program or via correspondence. Contact your detailer to discuss your options to attain this career milestone.

Fall Board Season: Although we just finished a round of very productive Community Screening Boards, we will spend a good portion of the summer months preparing for our FY-05 screening boards - Major Command (November 15-19, 2004), Commander Command (November 29 to December 3, 2004), Lieutenant Commander Command/XO (April 25-29, 2005), and Department Head (September 19-23, 2005). While our post-board lessons learned messages have been consistent each year with similar themes for successful screening, particularly "sustained superior performance at-sea," it is important that you contact us if you have any questions about the overall process. What should or should not be in fitness reports is a recurring question and we are here to provide any neces-

sary guidance and advice. If you have not seen our selection board video that has been distributed to all wardrooms, please have your XO contact us for a CD-ROM copy. It is an excellent tool for wardroom training.

Major Command Board: As in the past, we will post a list of officers eligible for the Major Command Board (and other admin boards) on our website approximately two to three months prior to the board convening date. In August, we began scrubbing records to ensure all documentation was up to date. Each record got multiple reviews to ensure they were as up to date as possible - particularly photo in current paygrade, fitness report continuity, and personal awards. Officers promoted to commander (vice selected) in FY-99, who were administratively screened for Commander Command (i.e. previously screened by a Commander Command screening board), will receive their first look for Major Command on the November 2004 board. Those officers selected below zone for captain during the FY-05 Captain Board will also be included in this group for their initial look for Major Command. Below is a checklist of things you can do in advance to prepare for the board:

- Provide PERS-41A with good contact information. Even if you think your record is up to date, we ask that you e-mail us in case we need to get in touch with you.
- Review your OSR and PSR and submit required changes.
- Ensure you have submitted a photo in your current paygrade.
- Send us a copy of your latest fitness reports, particularly 06 and 05 fitness reports from July 31, 2004 and August 31, 2004.
- Submit board correspondence to the Board President by early November 2004.

Selection Board Membership: The FY-05 Board Schedule was recently released and there are many opportunities for our Surface Captains to participate in a board and gain valuable experience for mentoring our Surface Warriors. The insight gained on how boards interpret fitness boards is invaluable. Board duration may vary from a few days to a few weeks. Please contact us if you are interested in volunteering for this important duty, allowing you to shape the future of our great Navy!

Selection to Captain and Nomination Packages: I would like to congratulate our commanders who selected to captain on the recent captain selection board. We look forward to receiving your updated duty preferences. In addition, it is important to understand that gaining commands require nomination packages for a good portion of our captain billets. I ask both our recent selectees and those who have changes to please send us an updated copy of your picture and biography, either electronically or hard copy. Help us to help you for your next detail!

O-6 Downrange Fills:

Billet:

ODC Ankara, Turkey
ODC Bogota, Columbia
PHIBGRU ONE N3, OKINAWA
COMNAVFOR KOREA COS
CTF-53 (sequential Maj Cmd) BAH
COMCARGRU SIX COS, Mayport

Fill Date:

Now
Feb 2005
Feb 2005
Apr 2005
Apr 2005
Apr 2005

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It has never been a better time to be a Surface Warfare Officer! See you in the Fleet!

*CAPT Dan Holloway, PERS 41
Director, Surface Warfare Officer Assignments*

Surface CDR/ LCDR-PERS-410

Congratulations to all selected for promotion during the statutory (promotion) board season! With stat boards complete, the administrative (command screening) board season is right around the corner.

Command Slate Status: The January, April and July Commander Command Afloat slates are posted on the PERS-410 web page, along with the February and June Special Mission Command slates. There is one slate remaining for calendar year 2004, which should be published in October. We slate approximately 55-60 officers to command afloat each year, and we slate all Special Mission screened officers during the calendar year after they are selected.

Check out the PERS-410 web page: We work hard to keep information on the PERS-410 web page current. We recently added some information regarding detailing business rules, to provide you, our constituents, a better understanding of the thought process we apply in determining recommendations for follow on orders. There is also a discussion regarding long-range career planning, which walks through the career milestones that comprise a successful SWO career path. We strongly recommend you review this information, and then use the SWO Career Planner available on the PERS-41 web page to develop options for future assignments. During orders negotiation, we will ask to see your career planner so we have a better understanding of your career aspirations. Also on the web page in the "PERS-410 Information Center" is the list of downstream fills. This list is updated once or twice a month, depending on how quickly the billets are filled. Please note that billets are not listed in strict chronological fill order. Sea duty billets INCONUS and overseas are listed at the very top – those officers competing for command should consider taking one of these billets. We don't have room to list all requirements for each billet, so if you are interested, please contact us by e-mail, and refer to the billet by UIC and BSC so we can discuss it in greater detail.

Command screening board preps: The Commander Command Screening Board is scheduled for November 29 through December 3, 2004. Now is the time to ensure your record is ready. Order your OSR/PSR and your CD-Rom. Ensure your photo is in your current grade, all fitness reports are included and legible, qualifications are accurately reflected, and personal awards are recorded. The board reviews, briefs and deliberates selection on the basis of information contained in each record. In the weeks prior to the board, PERS-41 personnel will conduct a review of each eligible officer's record, verifying fitness report continuity and making sure the basic documents are present. Remember, your record is *your* responsibility and only *you* can ensure that it is complete and accurate.

Please ensure that we have your current contact information (phone numbers and e-mail addresses) in case record deficiencies are discovered. Additionally, starting in August, you can consult a dedicated Commander Command Selection Board web page in the PERS-410 section of PERS-41's site. On this page you will find the current list of eligible candidates, status of correspondence received, and other items of interest regarding the board.

Officers who desire an additional look must submit a letter to the Board President via PERS-41. In that letter, you need to fully explain how you were *disadvantaged* or *unfairly considered* during previous selection boards. Your petition will be reviewed by PERS-41, and all requests will be forwarded to the Board President. If you are considering requesting an additional look, please contact us so we can discuss specifics regarding submission of your request.

We are dedicated to supporting your professional requirements and ensuring you are in the best possible position to screen for command and promote to Captain. Please e-mail or call anytime with your questions and concerns.

Surface LCDR-PERS 411

Lieutenant Commander CO/XO Board Lessons Learned: PERS-41 recently transmitted a lessons learned message based on the results of the latest Lieutenant Commander Command/Executive Officer Afloat Screening Board, which adjourned on April 29, 2004 having selected 175 Surface Warfare Officers for this significant career milestone (message DTG COMNAVPERSCOM MILLINGTON TN//PERS41// R 261427Z MAY 04). This message (which is posted on the PERS-411 website) provides feedback regarding board trends and what the board members looked for in selecting the best and fully qualified officers from a very competitive group of records. The lessons learned from the most recent board do not differ much from those of previous boards – sustained superior performance on sea duty is what counts! Those officers who stay the course at sea over all three looks stand the best chance of screening for lieutenant commander Command, Executive Officer Afloat, or Executive Officer Special Mission.

Note: The FY05 LCDR CO/XO Board will be held April 11-15, 2005.

Contact PERS-411 A/B: Once you have reviewed the lessons learned message, if desired, please contact PERS-411 A/B by phone or e-mail to discuss the specifics of your record. We observe all screening boards and can provide a personalized review of your billet history and fitness reports, addressing your record's strengths as well as weaknesses. We will also discuss specific options for follow on assignment that will best enhance your record for future boards. For those officers who have screened for XO, we'll look to enhance your record in preparation for your first look for Commander Command. For those officers who have not screened for XO and have looks remaining, we'll work with you to place you in the best possible job to set you up for success across your remaining looks.

Record Maintenance: If you were contacted during the last board season because of a record discrepancy (i.e. missing FITREPs, missing qualifications, etc.), now is the time to check your permanent record and verify the updates were made. Board records are created for specific selection and screening boards - they are separate from permanent service records. Documentation submitted to selection or screening boards is not automatically forwarded to the permanent records branch. Take time now and verify that your record is complete by checking your OSR and PSR. If you do this now the only document you may be required to submit this fall will be your latest FITREP.

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Lieutenant Commander CO/XO Slating: Nominally, officers are slated 12-15 months prior to arriving in their XO or XO-Special Mission tours - not 12-15 months prior to starting the training pipeline. Officers who are in the slating window will have their names posted on the PERS-411 website about a month prior to an upcoming slate along with the ships, billets, and locations to be slated. Duty preference cards are what we use to slate officers to their tours - whether they are submitted on line, by e-mail, or both. It is important for officers to realize that a duty preference card should be tailored to the billets, ship types, and locations available in the slating window. Asking for a CG in San Diego as your #one choice when none are available in the slating window is of little help to us in attempting to meet your duty prefs. Please provide us with some flexibility in location, ship type, and billet and we will be better able to meet your desires in one or all of those categories. Also, please inform us of any personal/family/health concerns which may preclude you from being slated at a particular time and/or to a particular location. Officers in the slating window can expect to start the training pipeline and arrive in their tours immediately following the completion of their current tours.

Joint Professional Military Education (JPME): There has been an increased emphasis at the three and four-star levels regarding the importance of completing JPME. The joint environment is how and where we fight and a well-educated fighting force is the foundation of our military. Where career progression and timing permits, we will look to detail officers to in-residence education programs that yield JPME Phase I credit. These in-residence programs for post-DH Lieutenant Commanders include:

- Navy War College (Convenes three times per year in March/August/November in Newport, RI)
- Army Command and Staff College (Convenes once per year in June in Fort Leavenworth, Kan.)
- USMC Command and Staff College (Convenes once per year in August in Quantico, Va)
- Air Command and Staff College (Convenes once per year in August in Montgomery, Ala.)
- Joint Advanced Warfighting School/JAWS (Convenes once per year in Norfolk, Va. and awards JPME Phase I and II credit)

Officers who have screened for XO should be prepared to discuss with their detailer various options for obtaining JPME Phase I in-residence prior to arriving in their XO tours. Where career timing does not allow for in-residence completion of JPME Phase I, officers are expected to obtain JPME Phase I via a distance learning program. Options for obtaining JPME Phase I via distance learning include the Air Command and Staff College or Naval War College.

Information for obtaining JPME Phase I via the Air Command and Staff College CD-ROM can be accessed at: <http://www.au.af.mil/au/afiadl/main.htm>

On April 1, 2004, the Naval War College began offering their curriculum via CD-ROM as well. Information for obtaining JPME Phase I via this means can be accessed at: <http://cde.nwc.navy.mil/>

Finally, the Air Command and Staff College and the Naval War College offer seminar courses in many fleet concentration areas, which also provide an opportunity to obtain JPME Phase I. Officers should contact their local ESO for information on Seminar opportunities in their areas.

New Executive Officer Special Mission Billets: Senior SWO community leadership recently approved the designation of the Naval Coastal Warfare Squadron (NCWS) Chief Staff Officer billets as XO Special Mission. These commands are located in: Alameda, Calif.; Gulfport, Miss.; Jacksonville, Fla.; Long Beach, Calif.; Newport, R.I.; Norfolk, Va.; San Diego, Calif.; and Seattle, Wash.

PERS-41 will slate XO Special Mission-screened officers to these billets over the next year (roughly two officers per slate starting in June 2004).

Career Planning: A new section has been added to the PERS-411 website under the heading "Surface Warfare Officer Career Guidance" which deals specifically with career planning. While there is no "standard" career path, there are significant milestones that must be accomplished over the course of a Surface Warfare Officer's career. Detailers apply an evaluation process to determine the relative strengths of an officer's record. They look for key performance indicators and milestone achievements, and then provide tailored recommendations for follow on orders. Detailers also examine the sum of an officer's career - what has been accomplished to date, and what remains to be done - in order to determine the next best course of action. Not all shore assignment windows are created equal; there are optimal times to pursue a masters degree or complete a joint duty assignment. A description of this evaluation process follows. By taking the mystery out of the detailing process, Surface Warfare Officers can take a proactive role in their own career development, and engage their Detailers in discussions that look beyond the next set of orders. We urge all officers to spend some time reading the contents of this web page and then contact your detailer with specific questions about your career path.

Surface Warfare Officer Career Planner: The SWO Career Planner is a valuable tool that allows users to graphically display their career paths. By inputting various data such as Date of Rank, Career Goals, and Billet History into the program, an officer will have the ability to chart a course for continued success in the Surface Navy. The SWO Career Planner is easily accessed on the PERS-41 homepage and it is recommended that all SWOs take a moment to lay out his or her future career progression. Once you have completed your career planner, forward a copy to your detailer for a more personalized review and for feedback and recommendations.

Come to Millington: We have selection board requirements throughout the year and 1110 lieutenants and lieutenant commanders are required on every board as assistant recorders. Even if you cannot make the Board itself, we always bring in officers to help us get ready. Watch the PERS-41 web page or call/e-mail PERS-411 directly to discuss opportunities to help prepare for and/or participate in a Board. You will gain an insider's understanding of the selection and screening process and can gain valuable experience in understanding how fitness reports are read by selection boards. If you are traveling cross-country, consider a brief stop by NAVPERSCOM to visit with us in person.

*CAPT Kevin Sweeney, PERS-410
Director, Surface Post Commander Command Assignments*

Surface Junior Officer-PERS 412

Reserve Recall to DH School: We have been very successful in recalling officers from Selective Reserve (SELRES) back on active duty. They are being recalled and detailed directly to Department Head School. Opportunities still exist for any reserve officer to be brought back on active duty if their record supports their active service as a department head. We are looking for those officers who have previously screened for Department Head School and desire to return to the challenge of leading Sailors at-sea. If you know of anyone that has these credentials and is interested in being a department head, please have them contact LCDR Jeff Bennett at (901) 874-3890. All SELRES recalls are eligible for SWOCP and critical skills bonuses.

New Division Officer SWOS timeline: Since the SWOSDOC transformation in January 2003, the sequence of qualification has changed for Division Officers. Junior officers will be commissioned from their accession source (USNA, ROTC, OCS, Merchant Marine Academy) and proceed to their first ship. New ensigns must complete the two-part SWO qualification. The Surface Warfare Officer School two-part curriculum includes at-sea coursework and a three-week resident course at SWOS Newport. Both must be completed, along with completion of the SWO PQS and satisfactory performance at sea as a division officer. Funding data and quota information for the three-week SWOS resident course can be obtained by contacting Division Officer quota control at DSN: 948-4493; COMM: (401) 841-3365, and e-mail divoquota@swos.navy.mil. All commands are encouraged to plan ahead and ensure they are reserving quotas to support qualification of their officers and integrate the plan with the command employment schedule.

Completion of Surface Warfare Officer Qualification is the critical component of the first division officer tour and is a prerequisite for Department Head Screening for all Surface Line Officers, Surface Limited Duty Officers, and Special Operations Officers. This milestone should be completed within the first 18 months of shipboard assignment. Commanding officers may grant extensions within the guidelines of [OPNAVINST 1412.2H](#) in cases where ships schedule Engineering Officer of the Watch Qualification requirements, or personal hardships preclude completion within the prescribed timeline. In those cases where an officer fails to qualify within 18 months and is not authorized an extension by the Commanding Officer and approved by PERS-41 shall have a SWO Non-Attainment Package submitted to PERS-41 via the Type Commander. Prompt initial notification to PERS-412 by phone, e-mail, or personal-for message, with follow-on non-attainment report through the TYCOM is crucial. All Commands are to submit a Warfare Attrite Package on the officer directly to PERS-41.

Officers being notified of SWO non-attainment will be offered for lateral transfer to three other communities of their choosing. If not selected by those communities, they will be involuntarily released from active duty (IRAD) in accordance with [SECNAVINST 1920.6B](#) and [DOD Directive 1332.30](#), paragraph 4. If you have any questions regarding this process, please contact your detailer.

Division Officer Second Tours: One size does not fit all! When considering your next assignment, your qualifications, experience, timing, and professional goals make it a unique decision. The ideal billet for another officer in your wardroom is not likely to be the ideal billet for you. When working with your detailer, you should

first consider the qualification opportunities available in a prospective job. If you have not attained your EOOW qualification in your first tour, setting yourself up to qualify by choosing an MCM/MHC or mainstream shipboard billet (CRUDES/Amphib) is an essential move to prepare you for future career success. Billet and ship type diversity should also be sought out in your second tour. Officers who did not benefit from an engineering division officer assignment in their first tour should give special attention to engineering opportunities on the billet list and include these in their preferences. Similarly, AMPHIB and CRUDES transitions are beneficial in developing a broad perspective of naval operations and the overall Surface Warfare career, and can open the door to greater opportunities down range. Early department head opportunities on MCM/MHC/PC, shipboard assignments with Forward Deployed Naval Forces (FDNF), and the operationally challenging billets on DESRON and PHIBRON staffs are excellent assignments for front-running first-tour officers, giving early exposure to experiences that will support quick success in later Department Head tours. When it's time to slate, review the billet list with your unique situation in mind, and let your detailer help you develop preferences that are right for you.

Flag Aide/Hot Fill Billets: We are always in search of top-notch officers wanting to get the experience of working with our senior Navy leadership. There are numerous opportunities available in all geographical areas. We ask that commanding officers support PERS-41 in identifying those Division Officers they think have the potential to serve in a Flag Aide or other front office position. We are building a pool of these officers to better fill the need for short-notice positions. Check the Hot Fills web page periodically as new Flag Aide requirements become available monthly.

Detailers are often asked about the numerous Flag Aide positions and how the process works. Our senior leadership are looking for sharp, motivated junior officers that can advise and assist in a Flag Officer's day-to-day routine while advancing the junior officer's knowledge in our business by allowing them to experience top-level policy and decision making. This is a tremendous opportunity for a young officer to gain insight into how "big Navy" works.

One popular myth among flag aide billets is, "Can I pursue graduate education while in this position?" The answer is yes! Flag officers are acutely aware of the importance of JPME & graduate education. If the work schedule does not allow time for a graduate program, the detailers will work with you to have a follow-on tour at the Naval Postgraduate School, Naval War College or a neutral duty site to allow you time to pick up a masters degree.

If you are interested in a flag aide billet, please contact your detailer today! Your detailer will ask you to send a copy of your military photo, which will be placed on a file with Flag Aide Placement. Please be patient as nominations for these billets take time to process. Your detailer will advise you as soon as info regarding selection is known.

Technical Curricula at Naval Postgraduate School (NPS): We are filling quotas for FY-05 now. If you are rotating ashore between October 2004 and September 2005 and desire to attend NPS, contact your detailer to reserve a billet in your desired curriculum. High-priority SWO curricula include Joint C4I, Space Systems Operations, Undersea Warfare, Combat Systems Science and Tech-

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nology, Modeling Virtual Environments & Simulation (MOVES) and Operations Analysis. Technical curricula are absolutely critical in developing the Surface Community Sea Power 21 Roadmap. Proliferation of potential adversary submarine technology, ongoing operations in littoral, shallow water environments, and new, quieted acoustic signatures make the NPS USW curriculum a cornerstone for Surface naval superiority. The USW curriculum offers a variety of M.S. degrees including Applied Math, Engineering Acoustics, Physical Oceanography or Operations Research. It is vital that our young officers have the technical background to ensure that the surface Navy remains at the forefront of transformational technology. It is never too early for officers to get their name on the list for these and other curricula for an FY-05 quota. Most of the curricula have JPME embedded in them, and for those that do not, we will add it as part of your course of study. Contact your detailer for more information.

The Washington Intern Program (NWIP): Also known as the DC Intern Program; it provides a unique opportunity for six outstanding Surface Warfare Officers to participate in a rewarding and challenging 22-month experience. The program combines a fully-funded master of arts degree in Organizational Management from George Washington University (GWU) with the opportunity to serve various senior Washington DC area staffs and agencies (to include, but not limited to: OSD, JCS, OPNAV, and State Dept). In addition to graduate study and internships, officers will also complete the Joint Professional Education (JPME) Phase-I course of study. This program fully funds tuition, books and all academic fees by the Navy. NWIP is a unique, fast-paced, 22-month program designed to develop the Navy's leaders of tomorrow. The unanimous consensus of alumni and those currently participating in the program is that NWIP is an exceptional experience, offering both graduate education at one of our nation's finest institutions and providing early exposure to the dynamics of national security and decision-making at the most senior levels of our military and government. Interested officers should contact their detailer for amplifying information regarding application procedures.

Overseas Duty: It is never too early to complete an overseas tour! The experience gained in a frontline, operational billet is invaluable. Completing an overseas tour early in your career will provide you an operationally-diverse record, and the experience for your family will be very rewarding. This may be the only time in your life you can experience the excitement of living overseas.

Board Help: Want to gain some inside experience as to how selection and screening boards work? Come to Millington and work on one! We have requirements year-round to provide support to all statutory and administrative boards. This will give you insight into Fitrep writing, promotion opportunities, and the inner workings of the Navy. CNPC funds the TAD and travel. If interested, your detailer can tell you what boards are available.

Qualifications: Officers should contact their detailers when they receive OOD(U/W), SWO, EOOW, TAO, or Staff Watch Captain quals. These quals play an important role in tracking an officer's professional development and determining his or her next assignment. Check out your OSR/PSR online at www.staynavy.navy.mil to ensure your record is complete and to ensure expeditious support of your record, fax all qualification letters to (901) 874-2687, DSN 882-2687.

Communication: Our best advice when negotiating orders is for all officers to keep in contact with their detailer. General detail-

ing information is available on our website; please let us know if you are looking for something specific and it is not available.

E-mails/phone calls are a great way to get answers to specific detailing questions. Additionally, when junior officer detailers visit your area, please make every attempt to visit with them. They travel specifically to meet you and they are your representatives for that next set of orders. There is nothing like meeting and talking with your detailer face-to-face, and it gives them a better perspective on your needs.

*CDR Perry Bingham, PERS-412
Director, Surface Junior Officer Assignments*

Surface Placement-PERS 413

Hello again from PERS-413, Surface Placement corner. Last issue, we touched on some of the basic functions of Surface Placement – what we do and how we do it. There are a few other basics that we would like to address in this issue as well as a couple of new subjects.

LORTARPS and Manning: LORTARP format is not important to us as long as it is effective in helping manage your officer manning. The example on our website is in message format; however, the majority of the submissions we receive are in Microsoft Excel. Use your LORTARP to identify issues down the road before a problem develops. Commands should be looking a minimum of one year down range at manning issues. Why? One reason is that many communities have their relief plan established a year in advance (including Surface LDO/CWO's). The second reason is that a six-month or longer training track may be required depending on the billet and the associated billet sequence training. Late changes may preclude getting a new officer with the right training to your command on time.

Division Officer Training Tracks: As new division officers reach the fleet, they arrive with some limited schoolhouse training – and it is not necessarily related to their assigned BSC. Orders are written to valid BSCs only and we realize that at the first tour division officer level, commands typically have multiple ensigns assigned to billets. Training is assigned based on standard first tour training (see the last issue of *LINK-Perspective*), command requests, and training availability. Inform your placement officer of your concerns around the time of Service Ship Selection in order to incorporate command requests into the orders. Again, we are limited by convention and budget for what can be incorporated into a training track, but we have some flexibility. The overall numbers of first tour division officers will begin to decline in the coming months as the old SWOS graduates move on, eliminating the overlap between long and short course graduates. Please take this into account in your long term planning.

Projected Rotation Date Info: Departure dates for officers are managed by availability dates, not the officer's PRD. PRDs are used to set an initial avail date; however, departures are managed using availability dates based on communication between placement and the command. Small changes (less than three months) can be executed via communication between the XO and placement officer. If a command desires to keep an officer beyond his/her PRD by three months or more, the officer must submit an official PRD extension request.

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Looking forward to seeing you on the waterfront during upcoming detailing trips!

*CDR Chris Halton, PERS-413
Director, Surface Placement*

Surface Nuclear-PERS 41N

SWO(N) Career Guidance: The following bullets consolidate many of the questions and conversations that emerged from a recent SWO(N) detailer visit to Hawaii. All SWO(N)'s will find these thumb rules useful for both personal planning and mentoring.

1. SWO(N)s are SWOs first with a nuclear sub-specialty. It is therefore healthy to understand our conventional counterparts' career path. In addition to being peers and mentors with conventional SWOs, we compete with them in selection boards. This is part of the reason why the SWO(N) career path is engineered to match the conventional career path so closely.

2. Career timing is important. You should plan to be in Department Head School at or before seven and one-half years of commissioned service. If you get to DH school any later, you will find yourself behind your peer group (promotion year group) on your first look for XO. The earlier you can get into your department head tour, the better the chances you have to receive a breakout department head FITREP as a lieutenant. Typically, if you get to DH school at the seven and one-half years point, you will receive your last LT FITREP at eight and one-half years with roughly six to nine months onboard. If you go to an AEGIS platform, this time onboard is reduced by two or three months due to the additional training requirements. If you commissioned between August and February, the seven and one-half year thumb rule needs to be applied based on when you expect to promote to O-4 (see rule #three).

The bottom line is that breakouts are good and timing/career management plays a role in the equation. Getting to your DH tour late does not mean you won't screen for XO, but it may dictate that you screen later than your peers whose timing has them on the leading edge of their YG. In all cases, superior performance at sea will prevail, but timing can influence when you screen.

3. Screening for O-4 is a function of when you commissioned relative to your year group. Generally, you can calculate the fiscal year when you will promote to O-4 by adding ten to your year group. You will also receive your first of three looks for XO in April of that same fiscal year. Once you screen for XO, your first look for command would be in December of the fiscal year following your third look for XO. These screening boards will be significant planning factors in your post-PA and XO tour timing. Once you have signed a SWOCP contract, you should know your lineal number and have a clear understanding of where it falls in the projected promotion zone for the O-4 board. These zones are re-calculated once a year based on projected manning requirements. If you commissioned between August and January, you may find yourself at the edge of a promotion zone and will need to watch the projections carefully to understand its impact on your department head and XO tour timing requirements. We can quickly provide this information to you via phone call or e-mail.

4. Working backwards from the seven and one-half year goal for DH school is the primary factor that drives the duration of your shore duty. If you follow the nominal SWO(N) career path through your DIVO tours, you will have time for a full 24-month shore tour.

If you are significantly delayed in arriving to your first DIVO tour or stay longer than the nominal 21 months, we may need to adjust your shore tour accordingly to meet the seven and one-half year goal. These delays may also complicate the timing for a first department head tour on an AEGIS platform due to the additional training pipeline.

5. The goal of the SWO(N) career path is to produce commanding officers with substantial topside experience and Reactor Officers with 60-70 months of cumulative nuclear experience. Every month of at-sea experience is valuable. The cost of your nuclear training and the high premium placed on at-sea experience necessitate that both the CVN DIVO and CVN PA tours be a full 24 months long. For YG 00 and beyond, this 24 month CVN tour requirement supercedes your five-year minimum service requirement based on commissioning date (see [MILPERSMAN 1520-050](#)).

6. SWO(N)s will do a nuclear shore tour as one of their first three shore tours. This tour contributes to the nuclear experience desired for reactor officer (see rule #five). Nuclear shore duty during the post-DIVO tour is advantageous in creating opportunities later on to complete other important career milestones (graduate education, Joint Professional Military Education, Joint Tour, War College, DC tour, etc). Some are the most valuable to do as either an O-4 or O-5.

7. Qualifying early is always good. There are no exceptions to this rule. It applies for both nuclear and non-nuclear qualifications. You will always maximize your opportunity through qualifying early and performing well.

8. Have a plan. For the first five years, the SWO(N) career path is fairly standard. Starting with the first shore tour, your decisions will strongly influence your professional future. Awareness of your opportunities, timing needs, and requirements can only help in achieving your goals.

9. Your conventional DIVO and DH tours are vitally important to your career. The conventional DIVO tour length (18 months for YG 02 and earlier; 21 months for YG 03 and later) is the cornerstone of your SWO skill set. The best time to leave the DIVO tour is at PRD. Leaving early may deprive you of valuable experience. Leaving later may provide valuable additional skill and experience but should be a conscious decision in the context of career timing requirements, especially the seven and one-half year goal for being in DH school.

10. Your detailer will work closely with you to manage your tours and timing for department head and XO. Our goal is to balance your desires, your career needs, and the Navy's needs. Education and communication are the keys to aligning your personal desires and your career needs. Communication and planning are the keys to helping us match the Navy's needs with your needs.

Joint Professional Military Education: DOD and Navy Leadership continue stressing that we fight as a Joint Force. The need to understand joint warfare is greater every day. Consequently, SWOs have more opportunity than ever to complete Phase One of the joint education curriculum. All SWOs attending Naval Postgraduate School now attend joint education courses and leave Monterey with JPME I completed. All U.S. War Colleges and many foreign junior war colleges award completion of JPME I. In addition, both the Naval War College and Air Force Command and Staff College offer non-resident course opportunities. The Navy War

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College provides a variety of distance learning options (<http://cde.nwc.navy.mil/academic.htm>). The Air Force Command and Staff College offers a CD-ROM and Internet based correspondence course (<http://www.acsc.au.af.mil/Distance%20Learning/distance-learning.htm>). Regardless of your career intentions, Joint Education will help you develop professionally. If you are career minded, consider Joint Education a requisite career milestone. Like all milestones, the sooner you achieve it the better.

SWO(N) Community Brief: The latest SWO(N) Community brief is available at the PERS-41 website (<http://www.bupers.navy.mil/pers41/frame.htm>). Go to PERS-412N on the pull down menu and click on "SWO(N) Power Point Presentations". The brief contains a valid SWO(N) career path and the latest information on post-DIVO graduate education opportunities.

Lateral Transfer: All requests for lateral transfer must be screened by the nuclear community manager. The opportunity to lateral transfer out of the nuclear power community may be available depending on the demographics of your year group. If the community manager determines that your year group will produce an adequate number of Principal Assistants, then a lateral transfer to a non-nuclear community may be possible. Typically, the final shape of a year group is not apparent until approximately the seven year point.

If you are interested in a lateral transfer to nuclear engineering duty officer, see the May-August issues of *LINK-Perspective* for details. The next lateral transfer board will convene in November. The application deadline will be soon after publication of this issue. If interested, contact the detailer immediately to discuss timing requirements. Year Groups 97 and 98 each have one opening each available for EDO(N) lateral transfers. Year Group 99 has two openings. With the approval of an EDO(N) long-range management policy, we have seen rising interest from SWO(N)s in making this transition. The SWO(N) Community Brief provides details on the EDO(N) career path.

*CAPT Craig Faller, PERS-41N
Director, Surface Nuclear Assignments*

Surface LDO/CWO-PERS 414

These are very interesting times for our Navy. We hear about our CNO implementing changes to maximize our potential while minimizing costs and that these very necessary changes are being rapidly implemented so that we can realize the cost savings now. As Detailers, we are often called with queries about the coming changes and hear our fair share of rumors about them too. In an effort to dispel rumors and uncertainty we are addressing issues that are important to you on our website at www.bupers.navy.mil under "detailers".

Zero Based Review (ZBR): All designators will be going through a ZBR in the near future. This type of review basically looks at all billets within a designator to ensure that the billet really requires an officer.

Out-of-designator billets: I am often asked about filling out of designator billets. Sometimes it makes sense to fill certain billets with a LDO/CWO – but there is a price to pay. Any time we fill an out-of-designator billet, we are gapping one of our own billets elsewhere. If we continue to gap billets, then the gapped billet will either be cut by the command or converted to a designator that can fill the billet. The end result is a loss in end strength. We expect

more requests to fill out-of-designator because the URL does not have sufficient inventory to fill all of their control grade billets. At the time we agree to fill a billet, we ask the applicable URL community to convert the designator of the billet. There will be occasions when we will have to detail out of designator anyway, but this is the exception, not the rule.

Mentoring: We are often on the road to help generate interest in the LDO/CWO program. The time spent traveling takes away valuable time in the office and creates a backlog of work. We consider our trips to fleet concentration areas vital because we are not getting the quantity/quality of applicants that we would like. We need your help! The January New Accession Board is just around the corner – are you mentoring anyone for this board? Last year we had 3,000 applicants. Considering we have 6,000 LDO/CWOs, some of us need to do better in mentoring Sailors. At a minimum, you should mentor at least one deserving superstar - identify them now.

Education: I recommend you read the detailers articles below because they address some important issues that we are facing today. Particularly, read the Education articles. Not only does this make you a better officer, but also it is rapidly gaining importance with our leadership. Call your detailer, or attend our road brief, and we will advise you on how to best pursue a degree.

PERS-414A: Admin Corner

Education: The CNO has stated that we need a smaller, more educated force. With regard to college level education and advanced degrees, the LDO/CWO community is lagging behind all other communities including the enlisted community. With approximately two-thirds of 641X/7411 billets being shore duty billets, we must seize every opportunity to further our education during our off duty hours. Each one of us should evaluate our current educational levels and then, working with the educational institution of your choice and/or Navy Campus counselors, devise a plan that will successfully allow us to meet our educational goals. Your educational goal (whether it be an associates degree, bachelors degree, masters degree or even a PHD) must be achieved while balancing professional requirements and personal/family needs.

There are also afloat options available to assist you in achieving an associates degree or a bachelors degree. Most ships where

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**Not sure how to
assist a shipmate?
Refer them to our
Customer Service
Center at
1-866-U-ASK-NPC or
www.staynavy.navy.mil**

Admin LDO/CWOs are assigned have educational opportunities available through online Internet courses and PACE. These programs continue to be viable solutions for LDOs and CWOs to further their education while serving at sea.

The Navy's Tuition Assistance program remains available to help defray costs associated with pursuit of advanced education degrees and you are strongly encouraged to take advantage of this program to meet your personal educational needs. Please remember that tuition assistance program carries a two-year service obligation.

Let's support our CNO in his efforts to build a more educated force and actively pursue advanced educational degrees. These efforts can only strengthen opportunity for future promotion and increase our value to our wardrooms and Navy.

PERS-414B: Deck/OPS/ Security Corner

Education: You may be asking yourself how the CNO's vision of a smaller, more educated force impacts the LDO/CWO community. We all understand that there is no requirement for someone to have a degree to become a LDO/CWO and many LDOs have promoted to the level of O-6 without a degree. This will not be the case in the future. Education is quickly becoming more like the SWO program years ago. In the past, many people thought there was no need for a LDO/CWO to get SWO pin. Today it is a must. In the near future the same will be said of advanced education.

Almost 60 percent of the O-5s in the LDO community have at a minimum a bachelors degree. There are even people in our community with a PHD. However, as a community, we are behind in this area.

So how do we as a community get ahead of the bow wave? How do you get started? The same way you have been telling your Sailors to get started: pay a visit to Navy College. With the training and experience you have gained in the past, you will be surprised how close you are to achieving an associates degree. Add afloat college opportunities, CLEP and DANTES and you are well on your way to a four-year degree. It works for our enlisted folks and it will work for us as well.

If you already have an associates degree, continue to work toward a bachelors degree. If you have a BS/BA, set your sights on completing a masters. Continue to chip

away at the task. It will not only improve your opportunity for promotion, but will also make you much more marketable to civilian employers when you transition to your post-Navy career.

As LDO/CWOs, we know how to lead from the front. Make this a priority. Lead by example and dust off those books.

PERS-414C: Engineering Log Room

SWO Qualification: I have been asked several times in the past year whether an LDO or CWO should qualify Surface Warfare Officer. The answer is yes! There are several reasons why the SWO qualification is important to you and the LDO/CWO community. First is the overall "situational awareness" that completing SWO qualification gives to an officer. The majority of commanding officers would much rather employ an officer in his wardroom that has obtained a qualification than one who is "just a great engineer." With the qualification comes the immediate identification that you are a well-rounded officer, not just an expert snipe.

Second, the prerequisites for the FY-04 Department Head screening board required all 613X LDO officers to have attained their SWO qualification prior to selection for Department Head. This means that an officer must have the qualification prior to assignment to an LCDR Chief Engineer ride. This requirement was mandated by CNP in Fall 2004 and will remain the standard.

Third, SWO qualification is important to the chief warrant officer community as well. With the advent of CWO5, the difference between selection and failure to select has often been SWO Qualification. The statistics show that a CWO4 with a SWO qualification has a 95 percent or better chance of selection to CWO5 than one who does not have it. Too many of our CWO4s "dropped their pack" when they made W4 and now have to re-establish themselves as viable, well-rounded watchstanders supporting their commands and the Navy mission.

The answer is simple. As the Navy builds more technical ships and expects its officers to be more educated and qualified for their assignments, we as LDO/CWO Engineers need to ensure that we change with the times and broaden our professional skills by becoming Surface Warriors. The personal and professional benefits are substantial. Bottom line- Get your qualification!

PERS-414D Perspective: Electronics/Ordnance Corner

Tour lengths: MILPERSMAN provides guidance for tour lengths. New accessions are assigned an initial sea tour of 36 months. The advantage of a three-year tour is that it provides time to adjust to wardroom life, earn qualifications, and develop leadership/managerial skills needed to be a successful officer. The downside to 36 month tours is the amount of time spent on one platform. Split tours can provide experience in an alternate platform and still give you the requisite time at sea. They must be planned carefully and far enough in advance keeping in mind that we detail to billets 12 months out. Call your detailer if interested.

While we have not traditionally set 36 months as the standard tour length for orders throughout the remainder of careers, in the interest of saving scarce PCS funds, we are moving toward making all sea tours 36 months. Because our designators are sea-intensive, this makes sense both in the funding aspect and fair sharing of sea/shore billets. Standard shore tours in fleet concentration areas are 24 months while those outside are 36 months.

Projected Rotation Date (PRD): Detailers establish PRDs at the time the orders are issued. An assigned PRD is a relatively firm date as it forms the basis for the annual PCS funding allocation. Although it is recognized that there will be some exceptions based on career development requirements and overall needs of the service, exceptions are minimal.

When orders are received, please review them carefully as the PRD is listed under Part One - Ultimate Activity Information. Engage your detailer if your assigned PRD appears to be incorrect.

It is not uncommon for a PRD to "shift to the right" by a few months. Normally, this is the result of someone falling out of a billet at the last minute or the inability to find a relief on time. We work to ensure we do not gap billets at sea, and the professionalism you maintain during these times is what makes it all work.

*CDR John Jones, PERS-414
Director, Surface LDO/CWO
Assignments*

Special Warfare-PERS 415

NSW in the Global War of Terrorism: Naval Special Warfare continues prosecuting targets worldwide in its key role in America's Global War on Terrorism. Never have the positions of SEAL Platoon Commander and SEAL Assistant Platoon Commander been so appealing, yet so important and challenging. It is equally important for us, as a community, to have highly experienced and competent junior officers in liaison officer assignments at the NSW Groups and at the forward based NSW Units as Assistant Operations Officers. Also, with NSW forward in many operational areas, it is critically important that we assign highly competent SEAL officers to the staffs (both Naval and Joint) which represent the commanders for which our SEALs are conducting missions. Finally, one of the most critical roles for NSW lieutenant commanders is the Task Unit Commander role at the SEAL Teams and SDV Teams. It is my responsibility to take the needs of the Navy, the needs of Naval Special Warfare, and the needs of the individual (in that order) and detail individuals accordingly. By design, as detailee, I always attempt a "fair share" of both the operational opportunities, and the staff, shore, or NSW Group/WARCOM assignments. It is also important for SEAL officers to personally direct their own career path and ensure they include Joint Professional Military Education (JPME) in their plan. As general guidance, all officers should attempt to earn their JPME Phase 1 prior to the Commander Promotion Board. One additional way to earn this is to take the correspondence course through CD-ROM. Contact LCDR Smith, NSW OCM, or myself for info on ordering the CD-ROM. E-mail is the best way to communicate with me, and I always welcome your desires concerning future assignments.

War Colleges/Postgraduate School: NSW has quotas at War College (Navy, Marine Corps, Army, National, ICAF, and a new war college, Joint Advanced Warfighting School, or JAWS, in Norfolk) and Naval Postgraduate School, but these assignments are highly sought-after and quickly filled. Please inform me of your desires for War College at least one-year out. With new JPME requirements on the horizon, competition will likely increase for these school seats. Get your requests in early!

Near Term Assignment Opportunities:

NSW Units

NSWU-1	Oct 04	0-3 (Staff Ops and Plans), Jan 05 O-3 (Staff Ops and Plans)
NSWU-3	Oct 04	0-3 & CWO2

Joint Tours

SOCENT	ASAP	6x0-4/0-5
SOCOM CSO	ASAP	3x0-4/0-5
SOC PAC	ASAP	2x0-4/0-5
JSOC	ASAP	1xCWO-2/3
SOCOM HQ(ACQUISITIONS)	DEC 04	1xO-4
	APR 05	1xO-4

Selection Boards: If you are in-zone for promotion or before the Major Command screening board, please order your CD-Rom now in order to have time to facilitate making updates/changes. If you don't know whether or not you are in-zone for selection or screening, contact us. Most importantly, updating your record is a continuous process. Ensure your record is always current and accurate.

Interested in becoming a SEAL officer? If you are interested in a lateral transfer and need information, check out our website:

<http://www.persnet.navy.mil/pers41/415/main.htm>.

Keep in touch: I can be reached at COMM:(901) 874-3911, DSN:882-3911 (fax -2759). My e-mail is: p415@persnet.navy.mil. Please take the time to e-mail me with your POC information so I can contact you as required.

CDR Scott Moore, PERS-415

Director, Special Warfare Assignments/Placement

SPECIAL OPERATIONS- PERS 416

Congratulations to our recent captain and commander selects and LCDR Executive Officer and LCDR Command screened officers. Although the next board season may seem far away, it will be here before you know it. If you have not already done so, go to BUPERS online, set up your account, and review your OSR/PSR. Also, order your records on CD to ensure that everything is readable and correct. Items you should verify include a photo in current pay-grade, fitness report continuity, awards, and qualifications. Many of you will be promoted soon and will need to update your photo. Please take the time now to update your record. Do not wait to the week prior to the board! If you are not sure whether you are in-zone for selection or screening, contact me. Those who selected for promotion to captain and commander in FY-05 will receive their first look for Major and Commander Command in November and December 2004, respectively.

As of June 2004, we were 11 Special Operations captains over Officer Programmed Authorization (OPA) requirements. However, we were also 30 lieutenants, six lieutenant commanders, and two commanders below those same authorizations. OPA takes into account all 1140 warfare designated billets and our fair apportionment of all non-discreet billets (1000 and 1050 coded). Our "bodies-to-billetts" shortage makes the detailing process very challenging.

Maritime Force Protection Command: MARFPCOM will have full operational capability no later than October 1, 2004, reporting directly to Fleet Forces Command. This functional command will direct manning, equipping and training of all EOD, Expeditionary Salvage, Naval Coastal Warfare, and Maritime Security Forces, and will align these forces under a single command primarily responsible

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for Title X functions. Billets are rapidly coming on line and every effort is being made to have the command fully manned by FOC. This is creating new opportunities for Intel (1600), Supply (3100), Force Protection (6490), ADP (6420/7420), as well as EOD and Surface Warfare Officers, in Little Creek, Va. Interested officers should contact their detailer and/or this office for more information.

Joint Professional Military Education JPME: The word should be getting out that Joint Professional Military Education (JPME) is an essential element to a successful professional portfolio. Our ability to operate in the battle space of the future requires our leadership to be thoroughly trained to operate in the joint environment. The first step is the completion of JPME Phase I, which can be completed by attendance at one of the War Colleges, through the War College seminar courses, or through one of several non-resident courses. Don't wait or assume you will be assigned to an in-residence course. Current quota constraints will only permit approximately one-third of our XO/CO screened officers to attend in-residence courses annually (four junior and three senior in FY 05: these include one quota at the Industrial College of the Armed Forces and one quota at the National War College where the officer is awarded full credit for JPME Phase I and II upon graduation). A highly recommended alternative for those who cannot attend is the Air Force Command and Staff College non-resident program. The web link for more information on this program is: www.acsc.au.af.mil/Distance%20Learning/distance-learning.htm. Additionally, the Naval War College has brought on line a CD ROM Based Correspondence Program. Information for the Navy program is located at: <http://cde.nwc.navy.mil/cdrom.htm>. If you are currently in a shore or staff billet, I highly encourage you to take advantage of non-resident opportunities. Lastly, JPME Phase I can be earned while attending the Naval Post Graduate School in Monterey. If you are rotating ashore between Oct 04 and Sep 05 and desire to attend NPS, contact me ASAP to reserve a billet. In FY-05, we have one quota in Undersea Warfare and one quota in Special Operations/Low Intensity Conflict.

Postgraduate Education/Fellowships: We have three Graduate Education Voucher (GEV) program quotas available for FY-05. I encourage you to be proactive in your graduate education desires and research the information available from PERS-440's website at www.persnet.navy.mil or www.staynavy.navy.mil, then contact me.

Officer Community Manager: The OCM is moving from Washington, DC to Millington, Tenn. During the transition, lateral transfer packages should be forwarded to PERS-416, Attention Special Operations Officer Community Manager. We are anticipating six to 12 lateral transfers in FY-05 to meet end-strength requirements. Competition is extremely keen. Sixty to-80 packages are received annually. Only four were selected in FY-04. Interested applicants are highly encouraged to do their very best when completing the physical screening. Qualifications such as EOOW, TAO, etc., are also positive discriminators in addition to the minimum requirement of being warfare qualified. Officers in YG 00 cannot be accessed. This YG is full. However, if you are in YG 01-03, openings still exist. Application information is available at: <http://www.bupers.navy.mil/pers2/specops/specopsnew.htm>.

SPECOPS assignment opportunities:

<u>Command</u>	<u>Rank</u>	<u>Desig</u>	<u>Billet</u>	<u>Fill Date</u>
JSIVA	CAPT	1050	TEAM CHIEF	Immediate
PEP FRANCE	LT	1140	STAFF	Immediate*
NEDU	CWO3	7480	EOD	Immediate
MIDPAC	LT	1140	DIVE/SALV	0411
CCG-6	LCDR	1140	EOD STFF AO	0411
JSOC	CDR	1140	EOD/CHIEF	0501
DTRA WASH DC	LCDR	1140	CHIEF	0502**
EODGRU 2	CDR	1140	OPSO	0503
DDESB	CAPT	1140	STAFF	0505
EODGRU 1	CDR	1140	OPSO	0505
NAVSCOLEOD	CWO3	7480	INST TECH/AIR	0505
COMTHIRDFLT	LCDR	1140	EOD AO	0505
EODGRU 1	CDR	1140	OPSO	0506
JCS	CDR	1140	BRANCH HEAD J34	0506**
CNSC SUB SAFETY	LCDR	1140	DIVE/SALV	0506
DTRA KIRKLAND AFB	LCDR	6480	PROGRAM MGR	0506
NOC D EFL IN HEAD	CDR	6480	OIC	0506
ONI SUITLAND	LCDR	1140	OPS/INTEL	0506
MDUS 1	LCDR	1140	OPSO	0507
EODMU 4	ENS	6480	STF/READINESS 0508	
NAVSCOLEOD	CWO2	7480	TOOLS & METHODS	0508
DIA	CDR	1140	IO	0509**
EODTEU 2	CWO4	7480	INST	0509
CCDG 2	LCDR	1140	EOD STAFF	0509

* Billet currently gapped. DLI required beginning next available class!

** Joint Billet

You cannot over-communicate: When negotiating assignments, it is my responsibility to take the needs of the Navy, the professional needs of the officer, and the personal desires of the individual (in that order) and detail individuals accordingly. I am also the Placement Officer for MARFPCOM, the EOD Commands, the Center for EOD and Diving, the Naval Diving and Salvage Training Center, EOD School, the Mobile Diving and Salvage Units and the four remaining ARSs. Therefore, I not only represent your personal and professional needs, I also represent the command's (Navy/Community's requirements). It is important to understand that in my role as a placement officer, I represent and work directly for the command. Command manning issues are addressed via any means including phone conversations, e-mail, and LORTARPs. The goal is to achieve a balance between the command's needs and your professional development without sacrificing one in favor of the other. There is occasionally confusion between Projected Rotation Dates (PRD) and Availability Dates. The PRD is the end of a nominal tour length, is a point in a detailing window (three months before and four after), and is detailer-controlled. The Availability Date is the month an officer is available to detach for follow on assignment. The default Availability Date matches the PRD. Availability Dates are controlled by the placement officer (working with commands) and are used to ensure that a face-to-face turnover is completed. As a word of caution, I will fill positions at your com-

mand based on the PRD of the incumbent. If the availability date is adjusted to an earlier date, inside the detailing timeline, a contact relief may not occur.

Long Range Officer Training and Rotation Plans (LORTARP): A LORTARP is not an extinct species of dinosaur. It is the primary mechanism by which a command communicates with their placement officer on manning issues. I highly recommend that your command submit a LORTARP two or three times per year. A sample is available on the PERS-413 website, but I will accept any format (Word, Excel, E-mail, GENADMIN). E-mail works best and I'll see it whether I'm in the office or on the road. The goal is to validate PRDs, review all department head (and above) rotations, and respond to specific notes and comments. In any event, please don't delay communicating on hot issues while waiting to submit your LORTARP.

Keep in touch: I can be reached at COMM:(901)874-3910/11, DSN:882-3910/11 (FAX -2759). My e-mail is martin.beck@navy.mil. Please take the time to e-mail me with your POC information so I can contact you as required.

*CDR Martin Beck, PERS-416
Director, Special Operations Assignments/Placement*

IN THE SCOPE

SUBMARINE OFFICER DISTRIBUTION
PERS 42

Captain's Corner

Screening Board Preparations: Preparations for the FY-06 Screening and Selection Board season are well underway. The FY-06 Submarine Major Command Screening Board will convene in December 2004. Officers who were recently selected for promotion to captain by the FY-05 Captain Promotion Board will receive their first of three screening opportunities for selection to Submarine Major Command at this board. If you are eligible, check your record now! If you are unsure of your status, please contact PERS-42B.

We highly recommend that you review your entire record, as well as verify your OSR/PSR to ensure its completeness. CD-ROM copies of your record can be ordered online from <https://www.bol.navy.mil> and you can review your OSR/PSR online by going to www.staynavy.navy.mil. Make the time to review your record now, so if there is something missing from either your CD-ROM or OSR/PSR (FITREP, award, graduate degree, etc.) you will have time to make the corrections before the board convenes. Specific items to look for include:

- Ensure FITREP continuity on PSR
- Make sure that all FITREPs on your CD-ROM are readable and listed on the PSR (especially your most recent regular report)
- Ensure that your photo is current
- Ensure that your OSR has an accurate listing of your completed college education in the Education box
- Ensure that your OSR and CD-ROM both list the correct number, and type of awards in the Personal Decoration box
- Ensure that your OSR lists the appropriate Additional Qualification Designators (AQDs) in the Special Qualification box
- NOTE: *Detailers can no longer update missing FITREPs and/or awards in your record.*

To correct your record, you need to send the appropriate documentation to the cognizant authority for the item you are updating. Instructions and Contact information is available online at www.staynavy.navy.mil.

If you wish to submit any third party correspondence to the board, you (the officer on whose behalf the correspondence is being submitted) must endorse the submission before it can be considered by the board. Ensure all board correspondence is

addressed to: President, FY-06 Submarine Major Command Board, Commander, Navy Personnel Command (PERS-42), 5720 Integrity Drive, Millington, TN 38055-4200.

PERS 42B Relief: CAPT Dave Ruff has relieved CAPT Bob Perry as PERS-42B. CAPT Ruff has reported from COMSUBGRU 8 in Naples Italy. We wish CAPT Perry all the best in his new assignment as Commander, Submarine Squadron FOUR.

*CAPT Bill French
PERS-42*

FY-05 CO/XO Screening Board

The FY-05 Submarine CO/XO Screening Board reported out on May 28, 2004. Congratulations to all those officers selected! As with past submarine screening boards, the number one ingredient for success was documented, sustained, superior performance (especially at-sea). Some recurring themes for successful screening and promotion include:

- Breakouts in performance on FITREPs, regardless of assignment, are important. It's not the job that gets you screened, it's your performance in that job.
- Diversification of homeports, ship types,

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and tactical/professional concentrations. These continue to be important aspects of a well-rounded career.

- All officers who were receiving their final look for Submarine CO were screened for CO or COSS.

CO Screening Board Update

Starting with the FY-05 CO screening board, the Submarine Community has moved the timing of an officer's final CO screening opportunity one year to the right. This change allows each officer an additional year, as a serving XO, prior to reaching their final look for CO. This change will also enhance the Submarine community's ability to screen our best-qualified XOs, by providing additional at-sea FITREPS upon which the screening board can base their decision.

Under this new CO screening timing, an officer's look for CO will occur at the 14th, 15th, and 16th YCS. Because of this timing shift, some superb post-XOs will be selected to serve as squadron deputy while still unresolved for CO. Each of these prospective deputies will attend the full PCO course, and will serve as a deputy while awaiting resolution of their screening status.

Another change that began with the FY-05 CO screening board is the termination of the board's prioritization of those officers screened COSS. Historically, call-up and assignment to CO for those officers screened as COSS, was performed in accordance with a prioritized list provided by the screening board. After October 1, 2004, when YG88 completes its call-up eligibility, call-ups using a prioritized list will end. Beginning in FY-05, all COSS call-ups to command will be made from the pool of eligible post-XO squadron deputies. When a requirement arises for a call-up, the individual selected will be chosen by Submarine Force leadership based on the officer's performance as a squadron deputy.

Both of these changes demonstrate the Submarine Force's continued commitment to rewarding superior performance at sea, while ensuring the CO selection process and COSS callup process send our superior performers to command.

Post DH Shore Duty

JPME has become the single term used to describe the educational requirements associated with Joint Specialty Officer (JSO) designation. These educational requirements, JPME Phase I, and JPME Phase II, coupled with the completion of a Joint Duty Assignment (JDA) comprise the hurdles that must be completed in order to be eligible for JSO designation, an important professional milestone.

The first step in fulfilling these requirements is to complete JPME Phase I. In-residence education is not the only way to complete JPME Phase I. There are several non-residence options available that enable you to complete JPME Phase I. Two convenient options are the distance-learning seminars offered by the Naval War College (NWC), and the CD-ROM correspondence course offered by the Air Command and Staff College (ACSC). If you are interested in these exciting programs, more information can be found at www.nwc.navy.mil and www.acsc.maxwell.af.mil.

In-residence education is also an option for completing JPME Phase I, if career timing permits. For those officers ahead of their YG, there may be enough time following a nominal 24-month shore tour to take advantage of this opportunity. In-residence education is also an option if you had an extended DH tour, and only have one year remaining before your PXO gate. In addition, an officer's course-of-study while attending a "War College" may lead to a master's degree.

If you meet the timing constraints, and are interested in in-residence education, the following FY-05 Junior Service College classes should be considered:

<u>Junior Service College</u>	<u>Location</u>	<u>Convene Date</u>	<u>Length</u>
Naval War College	Newport, R.I.	November 04	12 months
		March 05	12 months
		August 05	10 months
Army Command and Staff	FT Leavenworth, Kan.	June 05	12 months
Air Command and Staff	Maxwell AFB,	August 05	10 months
	Montgomery, Ala.		
USMC Command and Staff	Quantico, Va.	August 05	10 months

Again, attending one of the Junior Service Colleges under a fully-funded PCS move is an excellent opportunity to obtain JPME Phase I credit, and a Master's degree. The experience gained from attending just one of these institutions is well worth the time and effort. If you desire more information, or wish to be considered for an in-resident program, contact the Post-DH Detailer, LCDR Ray Gabriel.

Perisher Opportunities

Over the past several years, the U.S Submarine Force has been able to capitalize on some outstanding, "once in a lifetime" professional experiences, by sending several officers to our foreign allies' Submarine Command courses, better known as "Perisher."

Officers rolling from their DH tour to shore, or shore to PXO are eligible for consideration for selection. Qualified candidates are submitted to CSL and CSP by PERS-42 for final selection. As with any assignment in the Navy, an important factor in being eligible for this unique assignment is your PRD. If your PRD does not correspond with one of the Perisher convening dates, **Do not** submit a PRD extension in order to line-up with a Perisher start date. Competition for these highly sought assignments is always tough.

(continued on next page)

The current PERISHER opportunities offered to Post-DH officers include:

<u>Course</u>	<u>Convene Date</u>	<u>Quotas</u>
UK SMCC	January 05	one
Dutch SMCC	January 05	one
UK SMCC	June 05	one
Norwegian SMCC	June 05	one

All Perisher courses are considered Temporary Duty Under Instruction (TEMDUINS), so the candidate will receive per diem during course attendance. Contact PERS-421A, LCDR Ray Gabriel, if you desire additional information.

Submarine Department Head Detailer

In May, LCDR Caleb Kerr relieved LCDR Paul Dinius as the submarine department head detailer. After two years of service in PERS-42, LCDR Dinius is off to the PXO pipeline.

There are many new and exciting opportunities for prospective submarine department heads, including assignment to one of four SSGNs, four new Virginia class submarines, and the chance to be forward deployed on SSNs in Guam.

For those interested, there are also opportunities to conduct a split-tour DH assignment. Split-tours are available as a follow-on DH assignment, or a submarine operations officer assignment on a strike group staff. In order to maintain career progression, the optimum rotation for a split DH tour is at the 18-24 month point. Please note, engineer officers must complete a minimum of 24 months prior to a split-tour. If you would like to discuss your split-tour opportunities contact LCDR Kerr.

On a very positive note, department head tour lengths are now averaging 36 months. In fact, as we look for opportunities to roll officers ashore to fill career-enhancing billets, some department heads can expect to transfer a few months prior to their 36 month PRD. Please ensure that you contact LCDR Ray Gabriel, Submarine Post-DH detailer, at least nine-12 months prior to your current PRD.

Submarine LDO/CDO Detailer

Congratulations and thanks to CAPT(sel) "Pete" Petry for the outstanding leadership he gave to all of us over the past two challenging years. We wish Pete all the best as he moves on to his next assignment. CAPT(sel) Petry was relieved as the Submarine LDO/CWO detailer by CDR Glenn Little.

Don't forget to check out the Sub LDO/CWO web page for the most recent community news. It is being maintained with up-to-date career information, planned detailer visits, and more!

With the Nov 1, 2004 LDO/CWO application deadline drawing near, we have only one opportunity to get it right. In these days of increased competition for our potential applicants from other programs, and our increasing operational demands, we need each and every LDO/CWO to get out there, advertise our community, and be the voice that recruits our future LDOs/CWOs. Take every opportunity to explain to our potential applicants the advantage of increased lifetime compensation benefits, and the tremendous opportunities available in the LDO/CWO community to broaden their professional experience.

Submarine Junior Officer Detailing

Naval Submarine School – Opportunities in Officer Training:

Are you looking for a challenging and rewarding assignment? Of-

ficer training at the Naval Submarine School should be at the top of your list. Pre-deployment and responsive training, as well as SOAC, SOBC, and the JO course curricula, have been modified to provide realistic, practical skills in a demanding, fast paced, high-tech environment. Consider the following:

Professional Development:

- **Submarine Tactics Subject Matter Expert (SME).** This is an outstanding opportunity to ensure your tactical skills remain sharp, and that you are well prepared for your DH tour. SOAC is nearly 60 percent "practical," based on evaluations in the SPAN 2000, Attack Centers, VESUB and Sonar Trainers.
- **Competitive FITREPs** - Compete in the largest pool of Submarine Qualified lieutenants in the Navy.
- **Opportunities for Leadership and Mentoring** - The officer pipeline annually produces over six hundred SOAC/SOBC graduates.
- **Follow the path of Success** – Several currently serving major commanders were Submarine School lieutenants during their Junior Officer Shore tour.

Personal Development:

- **Graduate Education Opportunities** - Strongly supported with several options available locally. Nearly 40 percent of all Naval Submarine School lieutenants are currently pursuing Masters Degrees. JPME Phase I is available through distance learning at the Naval War College in Newport, R.I.

Quality of Life:

- **Geographic Stability** - The SOAC-bound Junior Officer has one less PCS move between shore duty and his next submarine.
- **Travel Opportunities** - SUBSCOL participates in numerous submarine force training and tactical development working groups throughout the Navy. As an example, we sent a lieutenant to sea aboard a Dutch diesel submarine observing a Mediterranean TORPEX, and quarterly we send officers aboard carriers to support exercises (e.g., supporting RIMPAC later this year).

For more information, visit us at our portal at

<http://portal.subasenlon.navy.smil.mil>

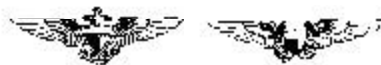
CAPT Ken Swan

Director of Officer Training

LCDR Steve Mack, SOAC Director



Sailors aboard the Japanese Submarine Narushio (SS 595) prepare to disembark the submarine as it arrives in Pearl Harbor, Hawaii for a port call. Japan is one of several countries participating in this year's 2004 Rim of the Pacific (RIMPAC) exercise. U.S. Navy Photo.

**Captain's Comments – PERS 43**

We just completed our first Department Head Screening Board in eight years. The talent available was extraordinary and the choices hard. The good news is that our Sailors will be led by superb officers across-the-board. It is clear that you will have to compete to remain upwardly mobile in Naval Aviation.

FITREP Gouge - If you write FITREPs, read this. Take every opportunity to spell out your rankings in every FITREP. I cannot overstate that recommendation. If you do not, your people will suffer for it. In both the Command Screen Board and the Department Head Screening Board, officers without breakouts on competitive tickets and detaching "1 of 1's" did not fare as well as those who had them. If you don't take the time to praise the individual, the board will assume he or she did not deserve it.

Three looks in two years. This change has been implemented in both command screening boards. For the major board, SG 84 will get looked at for operational command and then Type Wing Command. SG 83 will be considered for Operational Command (CVW), Type Wing Command and then shore command. In next spring's Commander Command Board, SG 92 will be considered for operational command and SGs 90 and 91 will be looked at first for operational command, then special mission command and finally, NRD command.

Options for non screeners. For both those "do not screen for command or department head," there are options. We cannot help ease the disappointment, but we can offer options. We are looking to offer some Graduate Education opportunities in return for a couple staff payback tours in areas like Financial Management, Operations Analysis and Acquisition. You can get more education and practical experience to make yourself more marketable in civilian life and also contribute significantly to Naval Aviation in the process. Contact your detailer to see what is available.

Joint education. In-residence is the way to go, but if you don't have time, distance learning is available. You can sign up for the Air War College CD ROM on their website at www.acsc.au.af.mil/Distance%20Learning/distance-learning.htm. Current reports are that it

takes one year to complete when working it part time and three months to complete full time. Expect JPME I be a prerequisite for Commander command in the future.

Captains and commanders to sea. Our goal remains one sea tour per pay grade. But, great retention reduces promotion opportunity and means that we need to recycle those staying back to sea to fill O-6 and O-5 sea duty billets. It's simply a manpower management reality. I often hear of the unwritten rule that commanders can stay to 28 years and will only have to do one stint at sea. That was not part of my pass down. After a prolonged period of shore duty, do not be surprised to get a call seeking your services for a sea duty billet. We are a sea duty service and CNO continues to sharpen that focus.

*CAPT Quinn
CAPT Assignments*

CDR Notes – PERS 431

First off I'd like to address a few personnel changes we've had in the shop. CDR Kyle Cozad, hailing from VP-40, replaced CDR George Womack as PERS-431A. Kyle is ready to detail, so give him a call. CDR Mike Murphy has moved over to the PERS-432 job and his replacement is CDR Steve Knott. By the time this issue is released, Steve should have completed turnover, so start sending him all helo issues.

As everyone probably knows, our O-5 end-strength number is greater than our OPA number, but the reality is there are more billets than there are people. This has led us to assign billets a fill priority; our spreadsheet now has two color conventions that correspond to the priorities. The "red billets" are critical fills, the blue are the next priority. It is still our intent to fill sea or overseas billets first, but then you can expect to be offered one of the "red billets." Since we need to fill these, it may not matter that you are coming off your sea duty or that none of the "red billets" interest you. As always, we'll try to work with you but in some cases, we may not have a choice.

Recently we've had a number of cases where reserve O-5s FOS'd for the second time. If that person is retirement eligible (i.e. has 20 years of active service), by regulations, they must retire NLT seven months

after release of the O-6 select message. If you fall in this category or will in the future, call your detailer. But unless there is an accounting error and you have less than 20 years in, there is not much we can do.

This brings us to retirements. Since a large number of us are either eligible for, or in that one year window till retirement, we thought we'd pass on some of the gouge. Retirement is covered in the **MILPERSMAN 1810-020** (Ms. Kim Riddle is Head, Retirements Branch, PERS-4822, DSN: 882-3180), all the info is there, just use the templates and all processing should go smoothly. At the same time, please keep your detailer informed. We need to know what your plans are so we can make sure you get what you need and we keep your billet filled. We know people don't want to "tip their hands" but we really bend over backwards to help when you need it, so we need to know.

Finally, we ask that after a PCS move you drop us a line with updated contact information. All too often we attempt to contact someone only to find all we have is his or her last email and phone number. How can we let you know about all the good deals we have when we don't know how to get a hold of you?

As always, keep the press on out there. What you're doing is important and requires the expertise you bring to the table as a senior officer. Keep in touch with your detailer and let us know if there is anything we can do for you.

Fly safe!

*CDR Cleary
CDR Cozad
CDR Knott
Commander Assignments*

VP – PERS 432P

Greetings from the VP assignment shop. Retention remains high, especially in the VP community with officers in YGs 95 through 00 making up the bulk of the JO detailing. Record retention has produced an extremely competitive environment where sustained superior performance is even that much more important. Although flying opportunities still remain tight, there is light at the end of the tunnel where first tour rollers should begin to see more chances to remain in the cockpit. As the larger year groups

(continued on next page)

begin to move on to their second sea tours, the competition will become tighter for second sea tour billets. It is now more important than ever to commit early in your career and strive for sustained superior performance across all your tours.

Shore Detailing - All orders remain very competitive. It is essential that you continue to perform at your best and work through your command to discuss options early on. We have been very successful in meeting most of your desires and will continue to coordinate with your XO to try and get you the best possible orders for continued career enhancement. Career-minded officers should consider challenging and rewarding jobs such as Flag Aide or an overseas community billet in addition to the FRS and TRACOM. While the overall number of overseas community billets has decreased with reorganization of some commands, these billets remain very career enhancing and rewarding. Officers who volunteer for these billets usually go on to have successful second sea tours and build the cornerstone for a very competitive and diverse record. Talk with your XO and the shore detailer early about your options.

Sea Detailing - The competition for second sea tour orders is extremely tight due to the sheer number of officers looking for SST orders. If you are looking for a particular location and billet you should begin calling no less than 20 months out from PRD. Your SST detail should be among your primary concerns upon checking in to your first shore tour and a topic of discussion during your check-in interview with the XO/CO. If you're looking for ship billets in the summer '05 timeframe, there are only a handful left. San Diego remains a popular choice with the only possible options being in the late spring/summer 2006. There continues to be high number of requests for VPU and BUPERS sea duty. If you are interested in VPU or BUPERS SDC, you must act early and have a backup plan for a ship billet if not selected.

Department Head Screening - This year's DH screen board was the first conducted in nearly 10 years and was extremely competitive across all of aviation. Two-hundred and fifty officers (50 from VP) were not selected for department head. The VP DH selection rate was about 50 percent for both designators. The significant cut was primarily the product of record retention. SG 95 retention going into the board was 77 percent (historical average retention is 25 percent for pilots and 42 percent for NFOs). Next year's board is likely to be even more competitive based on forecast numbers.

Considering this competitive environment, it is very important to order your record on CD-ROM. Checkout http://www.persnet.navy.mil/pers43/Aviation_boards/prepbrd.htm for information on reviewing/ordering your record. Remember that updating your record during a board does not update your permanent record - process for updating your permanent record is described in the link above. You can also order your CD-ROM through <https://www.bol.navy.mil>. It is your responsibility to review your record early and ensure that you have a current photo, proper FITREP continuity, and all awards/qualifications up to date.

DH boards are conducted by screen group rather than year group. Next year's board will look at SG 96 - all remaining officers selected on last year's lieutenant commander selection board that didn't fall within the precedence group for SG 95 and most selected off this year's LCDR board. If you're not sure of your screen group, contact your detailer. The key to success will continue to be sus-

tained superior performance across your career. SG 95 officers not selected will have another look next year with SG 96. DH non-selects will be up for another detail to shore duty or sea duty depending on where you are now. You will continue with a 24 month/36 month sea/shore rotation. Look closely at your PRD and start planning early for possible follow on orders should you not be selected next year.

Things to consider - First tour officers need to strive early on getting qualified and remaining competitive. Discuss possible options with your command early and commit to making the Navy a career. Seek out mentors in your wardroom and pick their brains for information on the best possible career choices that support your professional needs/desires. Officers looking to roll to second sea tours should be talking with their mentors early and seeking out those jobs that offer career diversity and the opportunity to breakout. The most recent Aviation Command Screening Board proved that not one particular shore tour or SST billet guaranteed a good FITREP. There were a lot of records that had very competitive second sea tours across all billets held.

Remain in contact with your detailer throughout each tour and keep him up to date with your contact information, timing, and quals. Not screening for DH is not the end of the world. There are still plenty of "Big Navy" and community billets where your talents are needed. As always, communication with your detailer is key to meeting your professional and personal desires.

*LCDR Statia
LT Loofbourrow
VP Assignments*

VS - PERS 432S

Greetings to the Viking Community. First of all, best wishes to LCDR Jon LaBruzzo as he heads west for his Department Head Tour with the "Screwbirds" of VS-33 and welcome to LCDR Darryl Walker, the new VS Detailer. Additionally, by the time this article is printed, LCDR Richard McGrath should have taken over for CDR Williams. The community has said farewell to VS-29 and VS-38 and the Sundown plan is still in full swing and moving forward to include transitions. So, what does that mean to a JO in the squadron? Compete, and do finish strong. Recent selection boards have proven that the race does not end at the beginning of your first tour after successfully completing the FRS. The race is just starting. My point being, when you get to your first tour, JOs really don't have the time to sit back and watch the waves come in. The selection boards will only reward those individuals who work hard for the company, prove sustained superior performance and want to be a part of the company.

Orders - To get the orders you want, you must be competitive for the job. With that being said, not all officers will receive a set of flying orders after their first tour. The bottom line is, if you are planning on making a career for yourself, you need to have a competitive FITREP and seek out the hard jobs, ie: Flag Aide job, TRACOM or community fill jobs. If you have a non-break out first tour and your desires are ROTC, chances of making it to a DH tour is problematic. It's a highly recommended that you call early and review your record with the detailer at least one year prior to your PRD. Second Sea Tours (SST): Yes, no one wants to do a SST,

(continued next page)

however, again, if you seek out a SST and breakout with a good FITREP. Again, that makes your record more competitive to the selection board.

DH Tours - The community has selected the final department head for the VS community, and all other subsequent VS Bubbas selected for an operational department head tour will be screened for other communities. Two-hundred and fifty officers were not selected this year aviation wide for a DH tour, so "fogging-a-mirror" and getting selected for DH is not a guarantee. The bottom line for success is to have the strongest record possible across your career.

Finally, I highly recommend that you talk to your CO, XO and DH's for insight and guidance. Don't be afraid to call your detailer or placement officer either. There is a wealth of information available, but you won't have a clue what is available, if you don't ask the question.

Everyone is responsible for their career and their record, so if your record is not up-to-date, the only finger to point is at "yourself." Please don't forget your record. I look forward to serving you all!

LCDR Walker
VS Assignments

Aviation Notes

OSR/PSR - You should make it a habit to review your OSR/PSR online at the BUPERS web site (www.bol.navy.mil). At the very least, it should be checked prior to a promotion board. For FITREP corrections, call PERS 311 at DSN 882-4881/2 (Comm. 901-874-XXXX). OSR corrections are done using the NSIPS Help Desk, via the BUPERS On-Line website.

Boards - PERS-43 is always looking for volunteers for various selection boards held here in Millington. They provide a great op-

portunity to see how the process works and can better prepare you as a senior rater on evaluations and FITREPs. Contact our board representative at DSN 882-3955, Comm. 901-874-3955 or send him an email at george.womack@navy.mil if you need more information or you're interested in volunteering.

FAQs - Don't forget to check out our Frequently Asked Questions section of the PERS-43 web site. There is already a wealth of information contained within the PERS-43 site, but if you have a question that you want answered, please send it to the web master at denise.williams@navy.mil. I'll direct your question to the appropriate person, who will respond directly to you and then we'll post the answer to the FAQ section.

SERVICE COLLEGE SPECIAL FELLOWSHIP

SERVICE COLLEGE AND SPECIAL FELLOWSHIP PLACEMENT
PERS 440C

Service Colleges

As the majority of service colleges commence in the summertime, now is the time to put yourself in position for an assignment to War College.

Attendance at a service college is a significant milestone in the professional development of a naval officer. This education is designed to enhance the competence of those officers with high promotion potential.

Professional Military Education (PME) entails the systematic instruction of professionals in subjects enhancing their knowledge of the science and art of war. Integral to each curriculum of any of the service colleges is an emphasis on joint matters and Joint Professional Military Education (JPME). Each of the service colleges provides JPME phase I credit.

National War College and the Industrial College of the Armed Forces are the only two service colleges that award both JPME Phase I and II as part of their single 10-month curriculum.

Minimum grade requirement to attend a service college is lieutenant (within one year of O-4 screen) at the College of Naval Command and Staff and lieutenant commander for all other Junior or Intermediate level Service Colleges. Commander is the minimum rank requirement for Senior Service Col-

leges. The general rule is that an officer must be wearing the appropriate rank by the beginning of a war college course. The Navy Personnel Command has a very limited amount of latitude to assign an officer who has been selected to (but is not yet "wearing") O-5 to attend the Naval War College. However, no exceptions will be made for a commander (select) to attend any other senior level course. Per **MILPERSMAN 1420-020**, assignment to service school is a legitimate reason for frocking.

There is a two-year service obligation associated with attendance at a domestic service college (foreign war colleges do not incur such an obligation). Obligation begins upon completion of the course and is in addition to the remaining time required by any prior active duty obligation.

Within the United States, an officer may attend the Navy's war college in Newport, RI, or one of the sister service colleges: Air Force, Army, Marine Corps, the Industrial College of the Armed Forces or National War College.

In addition to earning JPME Phase I, the opportunity to earn a masters degree as part of a War College program is becoming a consistent standard throughout the services. With only a few exceptions, in a matter of 10 to 12 months, an officer can walk away from a war college with JPME Phase I,

a war college diploma, and an accredited masters degree.

For more information about each school's in-resident programs, nonresident programs and opportunities to earn an advanced degree, please see the following informational summary for each school, review the schools webpage at www.bupers.navy.mil/pers440, and finally, contact the school if you have further questions.

Air War College(O-5&O-6)

Navy Element Phn: (334) 953-6153 DSN 493-6153

Location: Maxwell AFB, Montgomery, Ala.

Class Convene: July, Graduation: Jun
Home Page: <http://www.au.af.mil/au/awc/>

Nonresident Program Contact Info: (334) 953-7755 DSN 493-7755(O-5 Select and above)

Master's: Air University has been accredited by the Southern Association of College and Schools to award a Master of Strategic Studies degree. Independent master's programs are available in conjunction with local civilian universities that offer partial credit for War College course work.

Air Command and Staff College(O-4)

Navy Element Phone: (334) 953-6153 DSN 493-6153

Location: Maxwell AFB, Montgomery Ala.

Class Convene: Aug, graduation: Jun

Home Page: <http://www.wacsc.au.af.mil/>

Nonresident Program Contact Info: (334) 953-7901 or DSN 493-7901 or 1-800-316-7042 (O-4 Select and above. Correspondence course takes approximately 12 months to complete.)

Masters: Air University has been accredited by the Southern Association of College and Schools to award a Master of Strategic Studies degree. Independent master's programs are available in conjunction with local civilian universities that offer partial credit for War College course work.

Army War College(O-5&O-6)

Navy Element Phone: (717) 245-4200 DSN 242-4200

Location: Carlisle Barracks, Penn.

Class Convene: July, graduation: June

Home Page: <http://carlisle-www.army.mil>

Nonresident Program Contact Info: (717) 245-3421 DSN 242-3421 (O-5 Select and above.)

Master's: Army War College has been accredited by the Middle States Commission on Higher Education to award a Master of Strategic Studies degree. Master's programs are presently available in conjunction with local civilian universities that offer partial credit for service college course work.

Army Command and General Staff College (O-4)

Navy Element Phone: (913) 684-2256 DSN 552-2256

Location: FT Leavenworth, Kan.

Class Convene: June, graduation: June

Home Page: <http://www-cgsc.army.mil/usn/>

Nonresident Program Contact Info: (913) 758-3356/62/68/80/86/88/90/ DSN 585 (O-4 Select and above. Correspondence course takes approximately 24 months to complete).

Masters: Accredited to award Masters of Military Art & Science. The masters program is optional for all C&GS students. Master's programs are presently available in conjunction with local civilian universities that offer partial credit for War College course work.

College of Naval Warfare (O-5 & O-6) and the College of Naval Command and Staff (O-3 & O-4)

Deputy Dean Of Students: (410) 841-6596 DSN 948-6596

Location: Newport, R.I.

Class Convene: November, graduation: November

Class Convene: March, graduation: March

Class Convene: August, graduation: June

Home Page: <http://www.nwc.navy.mil/>

Nonresident Program Contact Info: (401) 841-2135 DSN 948-2135 (Correspondence course takes approximately 24-36 mos to complete).

Masters: Accredited to award Masters in National Security and Strategic Studies.

USMC Top Level (O-5 & O-6) and USMC Command and Staff College(O-4)

Navy Element Phone: (703) 784-1007 DSN 278-1007

Location: Quantico, Va.

Class Conven: July, graduation: June

Home Page: <http://www.mcu.usmc.mil/>

Nonresident Program Contact Info: (703) 784-4390 DSN 278-4390 <http://www.mcu.usmc.mil/cce/cce.htm/> (O-4 Select and above. Course takes approximately 24 months to complete).

Masters: Accredited to award Master of Military Studies degree.

Industrial College of the Armed Forces and National War College(O-5 & O-6)

Navy Element Phn (ICAF): (202) 685-4428, DSN 325-4428

Navy Element Phn (NATL): (202) 685-3659, DSN 325-3659

Location: Ft. McNair, Washington, D.C.

Class Convene: August, Graduation: June

Home Page (ICAF): <http://www.ndu.edu/ndu/icaf/icafhp.html>

Home Page (NATL): <http://www.ndu.edu/ndu/nwc/nwchp.html>

Masters (ICAF): Accredited to award a Masters in National Resource Strategy.

Masters (NATL): Accredited to award a Masters in National Security and Strategy.

In addition to JPME Phase I, ICAF and NATL War College also award JPME phase II.

*Lt Ed Kruk
PERS-440C*

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www.navycollege.navy.mil

For eligible officers who wish to pursue a Graduate degree, educational opportunities are always available at the Naval Postgraduate School. All interested are advised to contact their detailer for more information. The Naval Postgraduate School (NPS) emphasis is on education and research programs that are relevant to the Navy, defense and national and international security interests. NPS provides a continuum of learning opportunities, including Graduate Degree Programs, continuous learning opportunities, refresher and transition education. These programs are under the auspices of the four graduate schools.

For a Naval Postgraduate School catalog contact:

Director of Admissions (Code 01b3)
Naval Postgraduate School
589 Dyer Road, Room 103D
Monterey, CA 93943-5100
Telephone: (831) 656-3093/DSN 878-3093
www.nps.navy.mil
Specific degrees are:

Masters of Arts Degree:

International Security and Civil-Military Relations, National Security Affairs

Masters of Science Degree:

Aeronautical Engineering, Applied Mathematics, Applied Physics, Applied Science, Astronautical Engineering, Computer Engineering, Computer Science, Contract Management, Defense Analysis, Electrical Engineering, Engineering Acoustics, Engineering Science, Information Systems and Operations, Information Technology Management, International Management, Materials Science and Engineering, Mechanical Engineering, Meteorology, Operations Research, Physical Oceanography, Modeling Virtual Environments and Simulation, Operations Research, Physical Oceanography, Physics, Product development, Program Management, Software Engineering, Space Systems Operations, Systems Engineering, Systems Integration, Systems Technology.

Engineer Degree:

Aeronautical and Astronautical Engineer, Electrical Engineer, Mechanical Engineer

Doctor of Philosophy:

Aeronautical and Astronautical Engineering, Applied Mathematics, Applied Mathematics, Applied Physics, Computer Science, Electrical Engineering, Engineering

Acoustics, Mechanical Engineering, Meteorology, Modeling Virtual Environments and Simulation, Operations Research, Physical Oceanography, Physics, Software Engineering

Doctor of Engineering:

Aeronautical and Astronautical Engineering, Engineering Acoustics, Mechanical Engineering.

Graduate Aero Education at Air Force Institute of Technology

On December 4, 2002, Secretary England and Secretary Roche signed a Memorandum of Agreement (MOA) forming an educational alliance between the services to deliver affordable education more efficiently across the Department of Defense. The wording of the MOA directed the termination of the Meteorology and Acquisition curricula at AFIT, and the Aeronautical Engineering curricula (including Aero, Aero (Avionics), and TPS Coop) at NPS. The Air Force started sending all new starts in their programs out to Monterey, and the initial Navy and Marine Corps students reported to AFIT in January 2003. In addition to these programs, both schools are looking at cooperative opportunities in the Space and Systems Engineering curricula.

The Secretaries also established oversight boards for each curriculum affected by this realignment. The Joint Oversight Board for Aeronautical Engineering Education (JOBAAEE) was established and is currently chaired by the NAVAIR Vice Commander, RADM Bert Johnston. The most visible change for students is the shortening of the core coursework from 24 months to 18 months (plus a one-month refresher). The objective is to minimize the amount of time an officer spends away from his or her warfare specialty, so graduate education becomes more manageable in a career. The JOBAAEE also emphasized to AFIT the need to be able to accept academic entries in any quarter, to provide graduate level design projects, and to offer truly "joint" education rather than a Navy/Marine Corps track and an Air Force track. AFIT responded positively to all of these suggestions, and they are reflected in the current aeronautical engineering program.

For students, Dayton, Ohio has proven to be a good location. Wright-Patterson has started privatization of base housing and

new upgrades make it exceptionally livable. There is plentiful and affordable, housing off base for those who choose that option. Wright-Patt is also home to the regional military medical center, so routine flight physicals and other care are all available locally. While not "sunny" Monterey, the weather is enjoyable, with local opportunities for outdoor activities year-round including swimming, boating, and skiing. There is an active Flying Club on base and several fitness centers along with the mandatory (and well used) Air Force golf course. Close proximity to Cincinnati provides the option to reach a major city less than an hour away, with professional sports teams and active night life. Those who are enrolled in the AFIT/ Navy TPS Coop program find they are only a nine hour drive from NAS Patuxent River, so students have the ability to go visit the area and house hunt over a weekend. For those with children, many schools in the area are ranked above the national average, and weekend activities abound.

For more information on the Aero Program at AFIT, check out www.afit.edu, or for Wright-Patterson AFB, go to www.wpafb.af.mil

Graduate Education Voucher

Program:

The Graduate Education Voucher (GEV) program provides up to \$40,000 for two years of off-duty graduate education for Unrestricted Line Officers (URL) whose career paths provide limited opportunity for full-time graduate education. Eligibility is open to O-3 through O-5 active duty list URL officers from the 111x, 112x, 113x, 114x and 13xx communities (not to include FTS) with demonstrated superior performance and upward career mobility. Applicants should be transferring to, or currently on, shore duty with sufficient time ashore to complete a masters' degree program. Further questions should be directed to the NPS Civilian Institutions Program office (Code 031A) at (831) 656-2319/7979; DSN 878-2319/7979 or e-mail: 031a@nps.navy.mil. Officers interested in the GEV program should contact their detailer (PERS 41/42/43).

Tips for GEV selectees:

Once notified by your detailer that you have been selected to participate in the GEV program, in order to begin receiving GEV

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funding, it is important that you begin the timely submission of all required paperwork the cornerstone of which is your Education Plan. The GEV website, www.nps.navy.mil/code031a/GEV_Program.htm, should be referred to first. It provides detailed descriptions on the process for submission, including a list of required items for initial approval. In order to avoid delays in the approval process, please ensure all of the required items are included with the submission of the required paperwork. Without approval of your program, the officials at your Navy College Office will not be able to process your paperwork and you will not be able to receive GEV funding. Read through the guidance provided, and if you have any additional questions please contact the NPS Civilian Institutions Program office.

An additional point that is addressed in the NAVADMIN, GEV funding cannot be used to retroactively pay for previously completed coursework. If you miss the deadline, you miss funding.

Executive MBA (EMBA) Program:

The EMBA Program offers the latest defense-focused knowledge and skills in financial management, acquisition, program management, policymaking, and change management to Officers who may not have the opportunity to attend the Naval Postgraduate School in Monterey, Calif.

The EMBA program is offered by the Naval Postgraduate School's Graduate School of Business and Public Policy. It is a 24-month, part-time program with students meeting once a week in their local area. There

is a rigorous one-week introductory session at the beginning of the program where students are required to travel to the Naval Postgraduate School campus. The remainder of the courses is taught using a hybrid of distance learning approaches. Upon successful completion of the program requirements, a student is awarded an Executive Master of Business Administration degree granted by the Naval Postgraduate School.

The defense-focused EMBA program will be offered in major fleet concentration areas like: San Diego, Norfolk, Jacksonville, the Pacific Northwest, and Pearl Harbor with many of these course locations already underway. Additional locations can be added to a cohort if at least 5 Officers per site enroll in the EMBA. The EMBA requires command sponsorship.

To be considered for the EMBA program, an applicant must meet the following criteria:

- Lieutenant commander and above (exceptions made for senior lieutenant)
- Department Head tour completed or middle-level management experience
- Undergraduate degree from an accredited four-year college or university
- APC of 245 (2.6 or greater GPA)
- Very strong potential for promotion

More information and application procedures on this program can be found at www.emba.nps.navy.mil or you can contact the EMBA Program Director at (831) 656-2507 (DSN 756), or emba@nps.navy.mil

CD-ROM JPME Phase I Course:

JPME is an important milestone in an

officer's professional development. To facilitate a greater opportunity for access to Joint education, Navy has established a memorandum of understanding with the Air Force to provide up to 300 additional Air Command and Staff college (ACSC) non-resident, JPME Phase I CD-ROM courses to Navy officers. The ACSC course, was previously available only to O-4 select and senior officers, but through this agreement is now available to Navy lieutenants as well. The ACSC non-resident course consists of 10 CD-ROM segments reinforced through reading materials, online exercises, and six multiple choice exams offered through Navy College sites. The Air Force course provides a flexible, self-paced delivery method and an additional opportunity for the Fleet officer to obtain JPME Phase I now. The ACSC Course can be completed in as few as 10 months with 18 months maximum time permitted. Information and enrollment for the ACSC course can be obtained by contacting the ACSC distance learning department at (334) 953-7901/(800) 316-7042/DSN 493, or by going to the ACSC web page at www.acsc.maxwell.af.mil and clicking on distance learning. The Naval War College has developed a self-paced CD-ROM-based course with a maritime perspective. Questions may be directed to LCDR Jeff Manning at (703) 695-3734, DSN 225.

*LT Derek Vestal
Grad Ed Placement*

ENGINEERING DUTY

ENGINEERING DUTY ASSIGNMENT/PLACEMENT
PERS-445

Engineering Community close to authorized numbers

The Engineering Duty Officer Community is close to our authorized end strength numbers, but we are still looking for performers to join our ranks as technical leaders. The EDO Community brings expertise to the Navy in the areas of design, acquisition, construction, maintenance, conversion, repair, overhaul, and salvage of ships, submarines, and ship systems (weapons, navigation, communications, etc.) The Engineering Duty Officer Community is looking for top performing lieutenants and lieutenant commanders.

The EDO community is not a direct accession community. Instead, EDs start their

Navy career as URL officers. Officers with proven operational experience who desire to branch off into technical leadership jobs can apply for lateral transfer to EDO (Desig 146X) via the spring and fall boards each year. As advocates for the URL communities who operate ships and submarines, EDs work alongside government civilians and contractors to ensure the most capable platform possible is ready for sea. If you have a warfare designation, a technical bachelors degree, and want to get a technical masters degree at MIT or NPS, then the Engineering Duty Community is interested in making you part of the team. Learn more about the ED Community at the ED Web site www.persnet.navy.mil/edo/.

Contact the ED Detailers. The CY-05 slating process has begun. If you are an ED with a PRD between Jan 2005 and February 2006, then you should be making communication with CDR Gregg Baumann about your next tour. If you are currently in a NAVSEA or SPAWAR headquarters or field activity, then good career progression means that your next tour should be at a fleet job (Type Commander Staff, Fleet Maintenance Staff, INSURV, at sea, overseas). Conversely, if you are currently in a fleet type of job then look to get to a NAVSEA or SPAWAR job next.

If you are a brand new Engineering Duty Officer who is still in the qualification pro-

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cess or if you desire to become an Engineering Duty Officer, then contact LCDR Mark Glover.

Engineering Duty Officer Detailers, contact information is as follows:

Designator 144X Detailer; CDR Gregg Baumann, PERS 445B,

commercial (901) 874-3994, DSN 882-3994 or by e-mail at gregg.baumann@navy.mil

Designator 146X Detailer; LCDR Mark Glover, PERS-445D, at commercial (901) 874-3085, DSN 882-3085 or by e-mail at mark.glover@navy.mil

AED/AMD

AED/AMD ASSIGNMENT/PLACEMENT
PERS 446

The Major AIMD selection board will convene in early October. As this milestone represents the 1520 "Gateway to O-6," it is extremely important that everyone understands the process.

During this Board, all commanders and commander (selects), who have not previously been selected for a major AIMD, will be screened for assignment to this important professional milestone – equivalent to URL Commander Command. The screening process is an administrative board that is run similar to a promotion board. All eligible CDRs and CDR selects have their records screened a week prior to the board by assistant recorders who review each record for accuracy and completeness. Then, when the board members arrive, the records are randomly distributed and "marked up" by the board members. Once all of the records have been reviewed and all annotations made to each officer's record, they are then sent to "the tank," where the records are briefed and subsequently voted upon. After all of the records have been voted on by the members, the officers with the highest average confidence score will be selected for a Major AIMD position. Officer records that are extremely close in average score are usually re-briefed and re-voted upon (as needed) until the board has selected the appropriate number of officers needed for that particular board.

The following nine Major AIMD Opportunities will be slated with officers selected at the October Major AIMD Board:

- USS Kitty Hawk (CV 63)
- USS Enterprise (CVN 65)
- USS Nimitz (CVN 68)
- USS Dwight D. Eisenhower (CVN 69)
- USS Theodore Roosevelt (CVN 71)
- USS Harry S. Truman (CVN 75)
- AIMD Norfolk
- AIMD North Island
- AIMD Lemoore

*By CDR Marty Sherman, USN
AMDO Detailer*

Lateral Transfer Congratulations to the latest accessions from the June 2004 lateral transfer board. As you enter into the AEDO community, remember that all AEDs are mentors as well as recruiters. If you know of an outstanding candidate, introduce him or her to the opportunities our community has to offer. If you applied but were not selected, continue to apply. The next lateral transfer board is scheduled for November 2004. Visit our website at http://www.persnet.navy.mil/pers446/AEDO1_webpage.htm for more information.

Acquisition Professional Community To continue to support our national objectives by providing our forces the best weapon systems in the world, we must be ready to assume the leadership roles in "critical" acquisition billets. Acquisition Professional Community (APC) membership is becoming increasingly important as

we distinguish between candidates for major acquisition command. However, to attain APC membership, you first need to meet Defense Acquisition Workforce Improvement Act (DAWIA) qualifications.

DAWIA certification checklists are available at: <http://www.dau.mil/career/appc.htm> and detail the requirements for each certification level of each career field. Once you have completed the requirements for a certification, fill out an application (found at <http://dacm.secnav.navy.mil/appendk.htm>). Fax the completed form to PERS-447 (DSN 882-2677, COM (901) 874-2677). Detailed certification procedures are available on the web at: <http://dacm.secnav.navy.mil/chapter3.htm>.

After completing at least Level 2 qualifications in a career field and meeting the four year requirement of acquisition experience, you still need to apply for APC membership through an application process. A Selection Board convenes twice a year to select officers into the APC. A NAVADMIN is released announcing the board which details the specifics of the application process. The most recent NAVADMIN announcing the next APC Board is available on the web at www.bupers.navy.mil under the Messages link.

Entering the AEDO community allows you to work on the most exciting and important programs available supporting our warfighters. However, to be able to fully contribute, it is extremely important to seek acquisition qualifications and become APC members.

Who's who: The new AMDO Detailer will be CDR Robert Caldwell, assuming the job in Oct 2004. He can be reached at: P446C@persnet.navy.mil or by calling (901) 874-4107/DSN 882-4107.

The new AEDO Community Manager is CDR (S) Darrell Lack. He can be reached at: Darrell.lack@navy.mil or by calling (301) 757-8480/DSN 757-8480.

The new AMDO Community Manager is LCDR Trent Demoss. He can be reached at: Trent.demoss@navy.mil or by calling (301) 757-8481/DSN 757-8481.

*By CDR Dan Cuff, USN
AEDO Detailer*

NavyOneSource is an information and referral system that links Sailors and their families to both military and community resources.

Go to www.navyonesource.com or call 1-800-540-4123 in CONUS or 800-5404-1233 OCONUS. Type in "Navy" for login and "Sailor" for PIN

An Active Duty Career in Public Affairs

The Public Affairs 165X-designator community is looking for high quality naval officers who want to be on the front lines of critical Navy programs and operations. If you are an outstanding performer with sharp communication skills, the PAO community may have a career opportunity for you.

Most active duty officers enter our community through the redesignation process as they complete their initial or follow-on tour in another community. The next redesignation board will be held in November 2004. Packages should have been submitted by September 2, 2004. All potential redesignation candidates should log on to the PERS-4801 web site (<http://www.bupers.navy.mil/selectbd/>). Click on the "Transfer Redesignation" icon for the most up-to-date information. *MILPERSMAN* article 1212-010 should also be reviewed for eligibility and application procedures.

LCDR and junior officers are eligible to apply for redesignation to PAO. For each board, an average of 30-40 officers apply for 165X redesignation, from which 5-10 are selected. The typical PAO-selectee has between two and six years of commissioned service and has an excellent fitness report record. We select applicants whose superior performance indicates they are best qualified to tell the

Navy's story. Public Affairs experience (collateral duty PAO, civilian PA background, etc.) is highly preferred. Degrees in communication, public relations, journalism or English are preferred, but not required. All PAO applicants must be deployable and available for worldwide assignment.

We anticipate that the NAVADMIN for the November redesignation board will state that all officers associated with the Surface (111X), Submarine (112X), Special Warfare (113X), Special Operations (114X) and Aviation (13XX) communities must have achieved warfare qualification or they will not be eligible to apply. So if you are affiliated with one of these communities, you cannot apply for redesignation to Public Affairs without a warfare pin. This limitation does not apply to officers in other communities who wish to redesignate to Public Affairs. Please contact your current detailer for questions on this policy and to discuss other possibilities that might make you eligible for the Fall 2004 redesignation board.

From the PERS 448 Team

CAPT Betsy Bird

LCDR Darryn James

Ms. Jo Ann Taylor

METOC

We are living in interesting times!

As you are all aware, the Navy is moving toward a smaller, more-focused force. We are already seeing the impact of this on our small community, and we expect to reduce our officer ranks by approximately 20 percent between FY-06 and FY-08.

In addition to this article, we encourage you to look to the winter and Summer 2004 editions of NMOC News online at:

http://pao.cnmc.navy.mil/pao/n_online/archive/archive.htm and read "From the Commander" and "Community News." Combining the elements of all these pieces should give you a good feel for where the community is headed, and what our challenges will be.

Our Force

Some quick take-aways:

- We are approximately 15 officers over-manned, and expect to remain so for the near future.
- We are manned to capacity at the captain and commander level.
- We are short approximately 25 lieutenant commanders (17 percent shortfall) – significant, as most of our sea duty, Department Head and OIC opportunity are at the O-4-level.
- We are over-manned at the lieutenant junior grade level, but these officers will help eliminate the lieutenant commander shortfall as they promote in FY-07 to FY-09, and as we cut 25-30 lieutenant commander billets in conjunction with force shaping initiatives in FY-06 and FY-07. The determination of the specific billets and the phasing of elimination (which ones go in FY-06, and which in FY-07) remains a work in progress, making the detailing process even more challenging. If you are a lieutenant commander coming up for orders in 2005, we must be very careful not to send you to a billet that will be eliminated in early FY-06 (October, 2005). The

same will apply to captains and commanders. Communicate often with your detailer!

Accessions Outlook

"Big Navy" had a huge accessions push between 2000 and 2003. This accession push resulted in 20-25 Ocean Option designations annually, as well as large numbers of officers detailed to aviation and nuclear training. The combination of large URL year groups, large Ocean Option numbers, our picking up a fair number of aviation and nuclear power training attrites in the past few years, etc. has allowed us to fill our junior ranks. Some implications:

Since we are slightly over-manned as a community and are facing a 20 percent officer billet cut, we will be accessing *only* our Ocean Option officers until we are below our authorization. There are about 50 Ocean Option designees who have yet to exercise their option.

Of these Option Officers, we will only be allowed to access to our billet authorization. That's 13 lieutenant junior grades per year group (increasing to 20 for lieutenants). We intend to re-distribute some of our billet base to accommodate more lieutenant junior grade Option Accessions, but it's likely that 10-15 Ocean Option officers will have to go to a second SWO Division Officer tour before we can access them.

Since we are over-manned, we won't be picking up officers on Lateral Transfer Boards until we drop back down below our authorization. This will likely take a few years.

We are no longer accessing Direct Accession officers. All accessions will come from the Fleet. The surface force via Ocean Option, all others via the Lateral Transfer Boards once we start those back up. Additionally, *we are no longer accessing nuclear*

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and aviation pipeline training attrites.

Since we are accessing only warfare-qualified officers, our exclusion from the SWO-qualification policy will become a non-issue for our 1800s over time.

Force Shaping – Impact on the Promotion Plan:

Reducing our captain, commander and lieutenant commander billets will have impact on the promotion plan. While the FY-06 promotion plan won't be finalized until this fall, our estimate is that we'll see zone sizes approximately 50 percent smaller than what we've seen over the past several years. This will, of course, slow promotions to some degree – our estimate is approximately one year over the FY-05 plan, starting next year.

Re-organizing for the Future:

Our community will re-organize with our remaining work force to intelligently support the Navy and maintain our presence as a force multiplier.

Many of these changes are underway already. Plans are being developed and executed to:

- Reduce overseas footprint
- Increase use of reach back capabilities.
- Reduce permanent presence afloat (Smart Ship)
- Many Amphib and Carrier billets will move from ships to surge-capable support teams on each coast.
- Consolidate functionality
- EASTPAC and WESTPAC ship routing.
- Establish aviation hubs on each coast (Norfolk and North Island), resulting in smaller detachments.
- Increase our ability for rapid surge in support of new tasking.

Keep your eye on the NMOC News for updates.

New Augmentation Criteria

There has been a significant change to our criteria for augmentation to regular Navy. Because nearly all METOC (180X designator) billets in the pay grades of O-4 and higher (as well as a large percentage of O-3 billets) require post-graduate education, all career METOC officers must earn one of the following community-recognized subspecialty codes:

- 6401P - METOC Operational Sciences
- 6402P - Oceanography Operational Sciences

- 6403P - Meteorology Operational Sciences

Attainment of one of these subspecialty codes signals career intentions, and as such, is a pre-requisite for augmentation from 1805 to 1800.

Career Path:

So, with all these changes, “where do I go next?” has become more difficult to determine for many of us. I do assure you that many of the same themes will continue to ring true for the officer looking to enjoy success in our community for years to come:

- Sustained superior performance in demanding assignments.
- Break out at sea and strive to get to sea at every rank (ships, afloat staffs, MET, FST, developing afloat endeavors).
- Earn a community recognized subspecialty code before you go up for lieutenant commander (6401P, 6402P, 6403P).
- Take hard jobs ashore (DC, CNMOC, XO, OIC overseas).
- Develop innovative solutions in support of our mission (there is much opportunity to do this right now!)
- Demonstrate your leadership abilities through demanding assignments of increased responsibility.

We look forward to working closely with all of you as we take on our new challenges – we are living in exciting times!

CAPT John F. O'Hara

Oceanography Assignments and Community Management

PERS-449B

**Not sure how to assist a
shipmate?
Refer them to our Customer
Service Center at
1-866-U-ASK-NPC or
www.staynavy.navy.mil**

INTELLIGENCE

INTELLIGENCE ASSIGNMENT/PLACEMENT
PERS 4411

Current 1630 Sea Tour Lengths. Tour lengths for both initial 1630 sea tours (ensign and lieutenant junior grade) and second sea tours (lieutenant and lieutenant commander) are 30 months. The high demand for junior and mid-grade 1630s afloat and the continued shortfall of O-3s/O-4s necessitate the 30-month assignments. The tour lengths also allow better continuity at sea, facilitate enroute training in accordance with FIRP criteria, and ensure 100 percent manning for all afloat 1630 billets. Sea tour lengths for both commanders and captains remain at 24 months. All PCS orders for initial and second sea tours are written for 30 months.

FY-05 Intelligence Commander Sea Screen Board. The FY-05 Intelligence Commander Sea Screening Board scheduled for September 13-17, 2004, at the Navy Personnel Command in Millington, Tenn. The Intelligence Commander Sea Screen is an administrative board, headed by a 1630 Flag or Flag-select officer, convened annually to review records of commanders and commander-selects to identify the most qualified individuals for O-5 sea duty

assignments. The Board was instituted in 1995 in response to the disparity between the number of 1630 commanders and O-5 sea duty billets. The Sea Screen is modeled after the various URL Officer Command Screening Boards. O-5 sea duty is critical to further promotion in the Intelligence community. Officers intending to decline O-5 sea duty should consult [MILPERSMAN 1300-025](mailto:MILPERSMAN.1300-025) for guidance. Declining O-5 sea duty, generally analogous to declining command in the URL community, entails the letter from the servicemember being entered into the officer's permanent service record. Officers declining O-5 sea duty remain eligible for non-sea duty assignments subject to needs of the Navy.

Selection Rate/Review Process. The overall selection rate for each Promotion Year Group over the course of a three-look/year process is approximately 60 percent, as determined by the number of eligible officers and the Navy's afloat Intelligence

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requirements. The selection rate for the three looks breaks out roughly as 30 percent of the original group of eligibles picked the first year, 20 percent the second, and 10 percent the third. Each Promotion Year Group is reviewed separately. Officers compete only against their own Promotion Year Group. The only annotation made in a selected officer's permanent record is whether he/she screened for sea duty. There is no distinction made between those officers chosen on the first, second or third review. This year will be the third and final look for those in the FY-03 Promotion Year Group. It is the second look for the FY-04 PYG, and the first review for FY-05.

Selection Criteria. Similar criteria are used for Sea Screen selection as in promotion boards. The strength of one's record relative to peers is a key prime factor. Numerical breakouts in FITREPs are critical. Textual breakouts vs other designators or services are important substitutes for competitive grading, if in a one of one billet or a small summary group. Career diversity is also very important, as it demonstrates superior performance in a variety of environments. Both job type (sea and shore) and geo-

graphic locations are factors for career diversity review.

Record Preparations. All correspondence and administrative updates should have been submitted to PERS-4411 no later than September 3, 2004. Eligible officers are strongly encouraged to take the following steps during the months leading up to each of their Sea Screen Boards:

Review your permanent record for accuracy and completeness.

Address discrepancies in your record by forwarding missing or corrective documents to PERS-4411. The "Record Maintenance" tab on the PERS-4411 webpage (<http://www.persnet.navy.mil/pers4411/index.html>) walks you through the process.

Send a letter to the board indicating your intentions regarding O-5 sea duty (i.e., whether you would accept or decline sea duty if selected) and your willingness to accept any commander sea duty assignment. Letters can be especially critical for those Officers on their second or third look.

Officers on their second or third look also need to consider the timing of commander FITREPs. Since the board convened just days after periodic O-5 FITREPs were due

(August 31), there is not enough time for these FITREPs to make it into permanent records in time for the Board. Officers should work with their chain of command to ensure this report is signed and faxed to PERS-4411 for consideration by the board.

Ensure PERS-4411 has your current contact data to support pre-board records review. Forward all pre-board documents to the Intelligence Senior Officer Detailer, Intelligence Junior Officer Detailer, or Intelligence Administrative Assistant. Fax (901) 874-2744, DSN 882-2744.

Joint Credit. In view of the increasing importance of joint experience, senior 1630 officers in leadership positions at joint commands are highly encouraged to assist their organizations in regularly reviewing the Joint Duty Assignment List (JDAL) coding status of their mid and senior-level 1630 billets. Verifying that all/most lieutenant commander and above positions are JDAL-coded will ensure personnel receive full Joint Duty credit for their work. Commands pursue JDAL status for non-coded billets via requests to JCS. There are no limits on the number of billets that may be JDAL coded.

SUPPLY CORPS

OFFICE OF THE NAVAL SUPPLY CORPS PERSONNEL
PERS-4412

Updating Your ODC/OSR

It is always wise to review your record in its entirety prior to any selection board.

CCD and PERS-3 have established web-enabled versions of the Officer Data Card, Officer Summary Record and Performance Summary Record. This site is now available to all service members on the Internet. Members can view and print OSR, PSR, and ODC online. The way the website works is:

- Log into www.bupers.navy.mil, on left side menu, click "Bupers Online."
- Log into www.staynavy.navy.mil, highlight "Officer" on tool bar, click on "Records Online", and then click "Bupers online log in."
- Both sites will direct you to log into Bupers Online. Navigate among the various forms (ODC, OSR, PSR).

Navigation hint. If you left click on the block name, a separate window will open that explains about that block. This works for all three forms.

For the ODC only. If you left click on the data in the block itself, you start the change procedure discussed below.

To make changes to the ODC/OSR, go to the ODC and follow the below instructions (you cannot update the OSR, you must update the ODC instead, *except* for Personal Awards, which have to be sent to the Navy Department, Board of Decorations and Medals (N09B13), Chief of Naval Operations, 2000 Navy Pentagon, Washington, DC 20350-2000. Telephone: DSN 325-1770 or COMM: (202) 685-1770. Enclose copies of the PSR Part I and the citation.

For changes to the ODC, select the block of information on the ODC that needs to be changed (for example PEBD (block 16)).

Education: To view all college degrees, courses, levels and military course codes that need to be entered on the ODC, click on the following links: College Abbreviations, Level of Educational Achievement, Major Fields of Study and General Information.

Enter the correct information and hit "submit." The system will generate an email back to the member only, giving him/her a form they can mail to the PERS code responsible for that block. This email contains the

contact information for the appropriate office as well as the change requested by you.

Then mail that form and supporting documentation to the office for update.

Documents that were previously sent to PERS-312 now need to be faxed to the NSIPS Helpdesk at 504-697-0342 (DSN 647) or call 1-877-589-5991 to speak to a technician.

Billet and Officer Designators Codes, Subspecialty (SSP) Codes, Navy Officer Billet Classification (NOBC) codes and Additional Qualification Designation (AQD) Codes, click on AQD, SSP, NOBC.

To make changes to the PSR and OSR, left click the block name, and correction instructions will appear within the explanation for that block and the Point of Contact to correct that specific information. NSIPS Helpdesk does not make corrections to PSR and OSR.

The Acquisition Professional Community (APC)

The APC consists of a select group of highly skilled military and civilian acquisition professionals who meet certain educa-

(continued on next page)

tion, training, and experience requirements. Department of Navy (DON) Critical Acquisition Positions (CAPs) must be filled with APC members. The other defense components also have APCs; however they refer to them as the "Acquisition Corps."

After October 1, 1992, no one may enter a CAP unless he or she is a member of the APC, or unless this requirement is waived, before the person enters the CAP.

All APC applicants must either be a DON acquisition workforce member graded at GS-13 or above, O-4 or above, or be tentatively selected for a DON CAP.

APC applicants must meet the following requirements:

- Have a baccalaureate degree from an accredited educational institution authorized to grant baccalaureate degrees; Have completed:
- At least 24 semester credit hours (or academic equivalent) of study from an accredited institution of higher education from among the business-related disciplines of accounting, business finance, law, contracts, purchasing, economics, industrial management, marketing, quantitative methods, and organization and management; or
- At least 24 semester hours (or academic equivalent) from an accredited institution of higher education in their primary career field along with 12 semester hours (or academic equivalent) from the management disciplines above;

- Have at least four years of experience in Federal government acquisition positions or comparable positions in the private sector (up to one year may be credited for time spent pursuing a program of academic training or education in acquisition); and
- Be certified or meet all mandatory training required for either Level II or III of the workforce member's primary career field.

For additional information, visit the Director, Acquisition Career Management website at <http://www.acquisition.navy.mil>. If you have any other questions, contact the Career Counselor at (901) 874-4624 DSN: 882 or p4412q@persnet.navy.mil.

The Joint Petroleum Logistics Program (a.k.a. - the 811 program)

Officers enrolling in the Petroleum Management Postgraduate Program at the University of Kansas (KU) will now be part of an exciting and newly revised curriculum that will earn them an M.B.A. with an emphasis in Petroleum Management, Phase I Joint Professional Military Education (JPME) certification from the Army Command and General Staff College (CGSC) and a 1307P subspecialty code. This program, known as the Joint Petroleum Logistics Program, is 24 months in duration and entails attending a JPME Phase I short course (i.e., six months vice 12 months) at CGSC, Ft Leavenworth, Kan. and enrollment in the KU Petroleum Management Program. KU's

modified curriculum provides a mix of petroleum management, business management and quantitative analysis and modeling courses.

MBA Delayed assignment program

OP is announcing the kick-off of the MBA Postgraduate Delayed Assignment Program at Naval Postgraduate School (NPS). This program changes the way Supply Corps officers are selected for MBA programs at NPS. Instead of selecting officers for a specific MBA program early in their career and then waiting several years to attend postgraduate school, Supply Corps officers are now selected for an MBA "pool" and assigned a program after the first quarter of study.

This allows officers more time during their careers to gain exposure to various Supply Corps specializations and affords time in an academic environment prior to selection and assignment to a specific MBA program. Approximately 20 officers are entering this pilot program where they are enrolled in identical core courses for the first quarter of study. Assignment of their curriculum program (e.g., Acquisition Contracting Management, Inventory Systems Management, Financial Management, Logistics and Transportation Management and Transportation Logistics) will occur at the end of first quarter and will be based on individual preference, available quotas and class standing.



Professional Registration. Registration as a Professional Engineer (PE) or Registered Architect (RA) is an important career milestone for Civil Engineer Corps officers. Professional registration is a prerequisite for membership on many facility design and construction contract selection and negotiation boards. It is also important since much of the professional workforce you will lead are registered engineers or architects. Your assignment options may be limited without registration. Lastly, registration is an evaluative factor considered by selection boards.

For non-registered architects, the Intern Architect Development Program Instruction ([NAVFACINST 1520.8D](#)) outlines the process to get the design experience required for registration. For officers who will be tak-

ing the PE exam, check with your local Navy Campus for details on tuition assistance for a PE review course.

If your registration (PE, RA, or Fundamentals of Engineering Exam) is not shown on your record, fax a copy of your certificate to your detailee at DSN 882-2681 or (901) 874-2681.

Acquisition Courses and Certification Levels. Over 70 percent of the CEC captain billets require Acquisition Professional Community (APC) membership. Completion of acquisition courses, acquisition certification level attainment and membership in APC will help you maintain flexibility for your next set of orders as well as strengthen your professional record. Many lieutenant commander and junior CEC billets are acquisition coded, which supports access to

acquisition courses. The training representative at your Public Works Center or Engineering Field Division/Activity can assist you in getting course quotas.

There are three required actions to ensure that your acquisition credentials are properly documented:

As you complete acquisition courses, course completion certificates should be faxed to Naval Facilities Acquisition Center for Training (NFACT) at (805) 982-2279 for inclusion in your transcript.

Once you meet certification requirements, complete the certification level request and fax to PERS 4413S at DSN 882-2681 or (901) 874-2681.

If you are a lieutenant commander or senior and Level II or III certified, apply for

(continued on next page)

APC membership. The board meets semi-annually to consider of-ficers for membership.

The CEC Detail Office Homepage contains sample applications for certification levels and APC membership.

Retirements, Resignations, and Releases: Officers requesting retirements, resignations or releases, must give nine to 12 months written notice prior to your requested retirement date (not from the date you will begin terminal leave). This notice is not effective until received at Navy Personnel Command (NPC). Helpful guidance for the separation process can be found under the Frequently Asked Questions (FAQ) and process pages of the PERS-8 site at www.bupers.navy.mil. Please assist your shipmates/ultimate relief by getting your requests in early; they need time to plan their next moves too. Additionally, if you are in-zone for promotion this year and intend to separate from the Navy, and do not have approved separation orders, please contact your detailer regarding your intentions.

Submit Your Duty Preferences. Your detailers can best work with your needs if they know your preferences. Shortly after arriving at a new duty station, submit an e-mail to your detailer regarding your preferences. If short fuse requirements arise, the detailers will know your preferences and be better equipped to meet your professional and personal needs.

Redesignation as a CEC Officer:

We are looking for junior officers interested in redesignating. Due to end strength issues, the Civil Engineer Corps can only redesignate a small number of junior officers with three to five years of commissioned service. We look for junior officers with an ABET accredited engineering degree or NAAB accredited architecture degree who are warfare qualified and who have their Engineer-in-Training (EIT) certificate. For those interested, please watch for future NAVADMINs and "Link-Perspective" articles announcing availability. For questions about the process, please call DSN 882-4034 or (901) 874-4034.

Record Review: It is never too early to get prepared for the next Selection Board. Common items requiring correction are an out-

dated full-length photograph, missing FITREPS, and missing awards and/or certifications. With ODC/PSR information readily accessible through BUPERS On-Line at www.bol.navy.mil, it's very easy to view your record and see what needs to be updated. You can also check your FITREP continuity at this site. If you get within six months of your prospective board, you will need to send a letter to the President of the Board to ensure that any changes will be seen by the Board. Your detailer may assist if you need additional guidance.

Support for Global War on Terrorism Numerous CEC Officers from LT to CAPT have supported the Global War on Terrorism as Individual Augments to Afghanistan, Djibouti, and the Middle East over the past two years. They have provided contingency facilities operations support to Marine and Joint Task Force commands. This is a great opportunity to utilize your CEC expertise, and we continue to look for volunteers for these challenging TAD assignments. Contact your detailer if you would like to volunteer or if you would like more information.

CEC on the Web. If you've been through a PSC move in the last FY, please complete the PCS Feedback Sheet at www.bupers.navy.mil/pers4413.

If your official email has changed, please visit www.navfac.navy.mil/cec-list/default.cfm to update.

Don't forget about the new U-Ask-NPC tool to help with Personnel Administration Issues available at 1-800-U-ASK-NPC or on the www.bupers.navy.mil site – it's very helpful!

Please visit the CEC Accessions page at www.cec.navy.mil and our Detailer page at www.bupers.navy.mil/pers4413 and provide an email to troy.hamilton@navy.mil if you have any suggestions for improvement.

Civil Engineer Corps (PERS-4413/N131K)

CHAPLAIN CORPS

CHAPLAIN CORPS ASSIGNMENT/PLACEMENT
PERS 4414

When negotiating orders with your Chaplain Corps detailer, please keep this in mind:

- Submit a realistic preference card
- Use the same priorities as the detailer
- The detailer has to keep all chaplains in mind - not just the one he is talking to
- The detailer has the full, up-to-date picture

Detailer Lingo:

When he/she says: "I intend to send you to":

- Dialogue is still open
- Say, "I agree"
- Or say, "Let's talk some more."

When he/she says: "I will pencil you in."

- Detailer has seen "your picture."
- This is probably the final outcome of the dialogue.
- But, there is still room for dialogue if the chaplain still thinks there are other factors to be considered.

When he/she says: "I have penciled you in."

- Detailer has seen the picture and is satisfied that this is the best possible assignment.
- Detailer will not offer the billet to another chaplain.
- Chaplain is committed to fill the billet.
- Detailer will change assignment only if forced to do so by circumstances beyond his/her control.
- Detailer will notify chaplain if the assignment is changed and reopen the dialogue.

Please forward a copy of your e-mail to my relief, CAPT Seely, at gerald.seely@navy.mil.

*Chaplain A. T. "Blues" Baker
Branch Head & Senior Assignment Officer
Chaplain Corps Assignment/Placement Branch*

Medical Placement

Most Naval officers are familiar with the detailing process, at least from the member's perspective. It's a fairly simple process. First you contemplate the ideal position and location considering your professional growth while taking into account your own personal fulfillment. The next step is to contact your detailer who, as you well know, is your advocate. The detailer's role is pretty straightforward with the objective being to match the needs of the member with the needs of the Navy. As the member's advocate, the detailers work very hard to accommodate personal desires; however, the detailer is not the sole determining factor in whether or not the member gets the assignment that they desire. Most Naval officers are not aware of the fact that there is another player involved in the assignment process. Just as there is an advocate in the detailing process, the command also has an advocate known as the placement officer.

The placement officer is the "extended manpower staff" of each command. As the command's advocate, placement officers work closely with detailers to fill valid billets and to facilitate the assignment process. The ongoing challenge of keeping commands properly staffed begins with the placement officer posting billets to be filled and then recommending approval or disapproval of personnel proposals from the detailers. Placement officers not only coordinate moves with detailers, they also work closely with specialty leaders, community managers, and claimancy manpower officials to manage current and future manpower inventories. The Navy Personnel Command's staff of professional manpower management specialists is here to assist both service members and commands in navigating the challenges of the assignment system and the detailing process. For additional information, please visit the Personnel Distribution Section of the BUPERS website: <http://www.bupers.navy.mil/pers4/>

Nurse Corps

Many of us joined the Navy to see the world and experience opportunities that we might not be able to as a civilian. Operational nursing billets are just the ticket. It is an opportunity to work more closely with the line communities and perform nursing care outside of the hospital or clinical setting. We currently have billets, in the following areas- Carrier Nurse, Fleet Surgical Team, FSSG, and Flight Nursing. Additionally, we have some instructor billets with the Fleet Hospital, Field Medical School and in other areas such as serving as a member of the Chemical Biological Response Force. If you are interested in finding out more about such billets, you can contact the operational detailer at COM: 901-874-4042/DSN: 882-4042; the Navy Operational Nursing Specialty Leader at 323-226-4102; or the Marine Corps Operational Specialty Leader at COM: 011-53-99-72020/DSN: 660-2998-72020 at Guantanamo Bay Naval Station, Cuba.

The upcoming operational billets will be advertised on the Navy Knowledge On-line detailer hotfill page at www.nko.navy.mil. The Nurse Corps detailers recommend that you check NKO frequently for available opportunities. Also, keep your detailer and the specialty leaders apprised of your interests in an operational assignment. The actual selection process for operational billets consists

of sending in a CV and letter of recommendation from your department head to your detailer. The detailers, along with the specialty leaders, will do an extensive review of all packages and select the best candidates for the jobs.

If you are a lieutenant to lieutenant commander with critical care experience, a strong record, and you have outstanding leadership skills, an operational assignment may be in your future. Additionally, if you are a strong lieutenant commander to commander with previous operational experience and/or you are a service school graduate, we are also attempting to assign some of our operational headquarters jobs- such as AIRLANT, AIRPAC, COMPHIBGRU 2/3 or Marine Corps Development Center. If you would like more information about any of the operational billets, please contact the personnel mentioned above.

Medical Corps

One very important aspect of an officer's career in terms of selection for promotion, selection to nominative positions, selection for augmentation, etc., is the Officer Summary Record. Your OSR and FITREPs are the two primary documents directly reviewed by promotion selection boards.

Many individuals, including your detailer, members of your chain of command, personnel office, mentors, etc. can help you with advice and guidance, but the overall responsibility to know what is in your record and to update it lies with the individual officer. Don't wait until right before your next selection board to update your record. It should be kept up to date at all times. Remember, nobody cares more about your career than you do!

The first part of the OSR contains info on 1) General data, 2) Promotion History, 3) Current Duty, 4) Formal Education (including all degree programs) 5) Service School Education, 6) Previous Military Service (if any), Personal Awards e.g. MSM, NC, NA, etc., and 7) Additional Qualifying Designators (AQDs).

The second and third parts of the OSR contain a grade summary of your fitness reports. It is important to ensure that no FITREPs are missing, illegible or contain time period gaps. The next FITREP should begin the day after the prior one ends.

The Bureau of Personnel website enables you to view your OSR. Go to: <http://www.persnet.navy.mil/>, on the left hand-side,

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**Not sure how to
assist a shipmate?
Refer them to our Customer Service
Center at
1-866-U-ASK-NPC or
www.staynavy.navy.mil**



Navy doctors, Cmdr. Donald Bennett (left), and Cmdr. Ralph Jones (right), perform surgery on a civilian crewmember in one of the operating rooms aboard the Military Sealift Command (MSC) hospital ship USNS Comfort (T-AH 20). Comfort is deployed in support of Operation Enduring Freedom. U.S. Navy photo by Lt. Cmdr. Roy Rice.

three items down, is “BUPERS On-Line”.

A full length khaki picture should also be submitted on form NAVPERS 1070/10 (Rev. 5-00). The picture should display the member’s current rank. Also, there is no longer a requirement for members to have a picture within one year of the board.

The following link on the Medical Corps website is an excellent reference on the specifics of how to update your records:

http://www.persnet.navy.mil/pers4415/Medical_corps_selectionboardgouge.htm

Next quarter’s article will discuss another part of the record -the Official Military Personnel File (OMPF).

Medical Service Corps

From the MSC Detailing Shop: It is our privilege to serve you and the Corps. We would like to provide some thoughts for your consideration based on hundreds of discussions with officers looking for career advice.

First, spend some quality time each month assessing your career, achievements and goals. Do the same for your subordinates. Each day we field inquiries that start, “I just have a quick question” or “Do you have a couple of minutes?” This will not likely be a quality discussion since a record review will be needed to perform a quality review. Always keep your record up to date,

not just exclusively when you are in zone for promotion. Get a new picture immediately after each promotion.

Second, set reasonable expectations when negotiating assignments. Go with your strengths, be wary when told, “That’s not a good job” and “That may not be a good career move.” Remember, it’s performance that counts! Additionally, a wide diversity of assignments is important for an officer’s career progression. This diversity can be achieved by taking on a myriad of assignments to include operational, overseas or recruiting. Focus on what you want to do and where you want to go, career-wise, rather than where you want to be geographically. Be flexible and willing to accept the best career opportunity.

Third, become the “go-to” officer in your community. Focus on improving those skills needed in your specialty and those skills sought in executive leaders (measured risk-taking, negotiation/collaboration skills, communication skills, etc.). Reach beyond your specialty and explore new areas that will make you a more valued asset. Be careful of taking assignments where you may be a “fish out of water” since your skills might not match the demands of the position.

Fourth, be professional and “play well

in the sandbox.” Know that you build your service reputation with every interaction and each negative communication may hurt your reputation. Now and perhaps more than ever, commands need officers who are engaged and maintain a professional demeanor under the most demanding circumstances. Take the high road when the alternative may hurt another and, in the long run, you must be willing to admit your mistakes. Be receptive to new ideas and continue the pursuit of knowledge throughout your career. All these things will help to make you a sought-after commodity.

Finally, consult your detailer on a regular basis, at a minimum annually. Of all your mentors, your detailer is the only individual with full access to your record. He or she is in the best position to give career advice. Early discussion with your detailer can ensure the best possible outcome when coming before a board or negotiating your next assignment. Frequent communications with your detailer is better than no communication at all. Lay your cards on the table, be an honest broker, and you will receive the same treatment in return.

Dental Corps

Many of you will be executing PCS orders in the coming months to overseas locations. Others will be negotiating orders from overseas locations. Overseas service is defined as military duty performed while assigned to a military installation or an activity permanently based outside the 48 contiguous United States.

The criteria for selection of personnel for overseas assignments include:

- Suitability as a representative of the United States.
- Professional competence of the individual.
- Suitability of accompanying family members as representatives of the United States.
- Acceptable physical condition of his/her family members.

Proper screening of naval personnel and family members prior to overseas assignment is essential. It protects individuals from being assigned to areas not suited to their requirements and ensures that the personnel sent overseas are capable of performing in that environment. When the overseas screening process fails, it represents embarrassment to the United States, personal hard-

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ship, an unwarranted burden on overseas commands, and an adverse readiness status frequently occurs. Additionally, a costly early return of a service member or family members creates family upheaval and additional administrative burdens that further compound the problem.

Approximately 75 percent of our overseas billets are located in Japan. Only 25 percent of our overseas billets can be found in the European theater. As a result, your chances of being assigned to the Orient are much greater. Possible duty stations located overseas and tour lengths (* denotes pending change to 24 month, unaccompanied tour in FY-04), both accompanied and unaccompanied, are as follows:

<u>Location</u>	<u>Accompanied/Unaccompanied Tour</u>
Bahrain	24 months/12months
Guantanamo Bay, Cuba	30 months/18 months
Guam	24 months/24 months
Hawaii	36 months/36 months
Keflavik, Iceland	30 months/18 months
Italy	36 months/24 months
Yokosuka, Japan	36 months/24 months
Okinawa – NDC	36 months/24 months
Roosevelt Roads, Puerto Rico	36 months/24 months
United Kingdom	36 months/24 months
Diego Garcia	0 months/12 months
FMF Iwakuni	36 months/12 months*
3D	36 months/12 months*
11D	36 months/12 months*
Kaneohe Bay, HI	36 months/36 months

Promotion Boards deliberating during the selection process always view overseas tours as a strong criteria for selection.

For those of you with a PRD of 05, the time is near to negotiate orders, CONUS or OCONUS. The available billets are located on our website at <http://persnet.navy.mil/pers4415/index.htm>. For more information, call DSN 882-4043 or Comm. 901-874-4043.

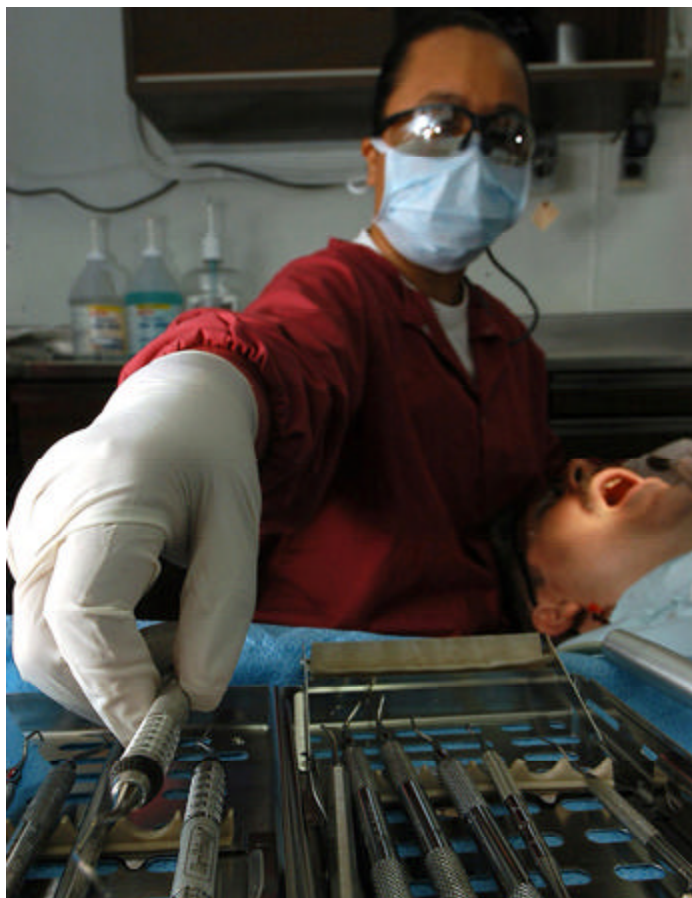
FTS (OFFICER)

The Navy Personnel Command Alignment was approved by RADM Townes. As part of the Career Management Pillar portion of the new organization that emphasizes, "Mission First, Sailors Always," a number of changes have occurred in the organization of Full Time Support Officer Detailing. On January 15, 2004, PERS-4417 was retitled PERS-46 and assumed responsibility for several functions that formerly belonged in other codes.

In addition to its current responsibility of FTS Officer Distribution, the other new areas of responsibility are PERS-461 and PERS-463. PERS-461 is titled Reserve Orders and handles all order writing for Active Duty for Special Work (ADSW) for both the MPN and RPN accounts. PERS-463 is called Individual Augmentation and supports combatant commands' National Command Authority (NCA) contingency requirements.

If you are in the Millington area, please come see us. We have moved and are now in Whitten Building, Room G108.

Apply for the FTS designator Are you interested in making a career change? We seek top performing officers from URL, INTEL and SUPPLY communities who desire to lateral transfer or recall to active duty. FTS URL officers have an opportunity for early command ashore while remaining competitive in traditional warfare or designator specialties. Officers on active duty or in the Selected Reserve may apply. See our detailer website. Eligibility criteria and application procedures for redesignation can be found at the PERS-49 website. Details are published in a NAVADMIN message about 30 days prior to the convening date. The next board convenes early October 2004. Call PERS-921 at 901-874-3482 (DSN 882) with questions.



Dental Technician 1st Class Cynthia Dumasig performs a routine teeth cleaning for a patient in the Dental Department aboard the aircraft carrier USS George Washington (CVN 73). U.S. Navy photo by Photographer's Mate 3rd Class Joan Kretschmer

TAR OFFICER DETAILING
PERS 46

FTS Surface: Do you love the sea-going life of the Navy but want to have geographic diversity in shore assignments? Would you like shore command as a junior officer as well as the opportunity to command at sea? The Surface FTS community seeks Surface Warriors to make the transition. FTS officers maintain operational proficiency at sea and hold a variety of shore-based billets; from Washington staff jobs to the Operational Support Officer on major staffs and type commands - in CONUS and overseas, as well as the many shore commands throughout the United States. A small, close-knit community of about 600 surface officers, FTS officers make up about ten percent of the entire Surface Warfare community and follow a career path that mirrors the sea/shore rotation of USN coun-

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terparts. Selection as a FTS officer is a great opportunity to stay in the Navy, go to sea, and have rewarding shore tours. Additionally, FTS SWOs are eligible for the same bonuses as our USN counterparts.

POCs are CAPT(sel) Andy Pachuta or CDR Steve Vincent at 901-874-4103/58. A list of downstream Reserve Center Billets is now posted on our webpage. This list is updated by the 10th of each month.

FTS Submarine Officer: The FTS Submarine Community continues to seek motivated active duty and reserve submarine officers (1120 and 1125s) who are interested in challenging and rewarding tours as Submarine Force Operational Support Officers and leaders in Reserve Management positions. Early command, unique duty stations, direct contribution back to the Submarine Force, overseas assignments and competitive promotion opportunities are just a few of the benefits.

Notes: (1) Officers currently qualified for supervision, operation and maintenance of nuclear propulsion plants are not eligible. Officers whose nuclear qualification has been recently terminated are encouraged to apply. (2) Officers who have been approved for SSIP are not eligible until within one year of agreement expiration.

For questions regarding this unique opportunity, contact any Submarine Staff Operational Support Officer or call (703) 604-7826, DSN 664; email CDR John Croce.

FTS Aviation: The FTS Aviation Community is seeking career-oriented Naval Aviators and Naval Flight Officers to serve in the following communities: VAQ, VAW, VFA/VFC, VP, VR, HC, HCS, HM, HS, HSL, and VT/HT. A great resource for most questions is the FTS Aviation Detailer website. You will find upcoming selection board information, proposed zones, and the latest program news.

POC is CDR Paul Mattingly at 901-874-4063 (DSN 882).

FTS Aviation Maintenance Duty Officer: The FTS AMDO Com-

munity is always looking for officers who are ready for demanding tours at Reserve aviation activities. For questions concerning a challenging and rewarding career as an FTS AMDO, contact CDR Donny Bodin at 901-874-4076 (DSN 882).

FTS Fleet Support Officer/ FTS Officer Recruiter: FTS Fleet Support Officers develop expertise in both their core competency area and reserve management. Traditional areas of expertise are Manpower, Financial Management, and Information Systems Technology. Assignments are available at Reserve Centers or Readiness Commands as well as staff assignments. Most core competency assignments are in Washington, D.C., New Orleans, and Millington, TN. POC is LCDR Elisabeth Stephens at (901) 874-4117 (DSN 882).

FTS Officer Recruiters: Successful Canvasser Recruiters can redesignate to 1687! In order to qualify for redesignation, a FTS Officer Recruiter must have successfully served as a Canvasser Recruiter for two years and then been selected off one of the semi-annual FTS Transfer Redesignation Boards. POC is LCDR Elisabeth Stephens at (901) 874-4117.

FTS Intelligence: POC is 901-874-3993 or P4411C@persnet.navy.mil.

FTS Supply: POC is p4412w@persnet.navy.mil or 901-874-4620.

Volunteer for Board Participation This is a great way to learn more about the selection board process. Voting members and assistant recorders for statutory and administrative boards are needed throughout the year. Take the mystery out of the selection process.

Reserve Center Command Screen: As we align our reserve requirements with Active Navy, we will be implementing a Reserve Center Commanding Officer Screening Board in October 2004. Details will be transmitted via Naval Message and on the PERS-46 website. All officers are responsible for making sure your record is up to date. Talk to your detailer if you have questions.

INFORMATION PROFESSIONAL ASSIGNMENT PERS 4420

IP Community Billet Reviews

Over 100 IPs are serving at sea today on CSG/ESG & Nr'd Flt CDR N6 Staffs and in the wardrooms of CVNs, LHAs and LHDs. This occurred through a scrub of billet requirements and a determination that the community needed to be experts in C4I ashore and afloat. The IP Community Management team conducts a continual assessment of the 1600 Billet Base to look for possible efficiencies to be obtained through outsourcing, CIVSUB or billet realignment. At the same time, as new technologies are introduced to the Navy, IPs are a natural choice to help lead efforts to translate technology to effective operational use in the fleet. Over time, this creates new billet opportunities afloat and ashore. Keeping your IP skill sets fresh and relevant to Joint and Naval mission areas is the best way to pre-

pare for long-term career success. The IP three-tiered qualification program provides for the framework for keeping up with current technical requirements. The Basic Qual (BQ) starts the introduction to the Breadth of required IP Core Competencies while the Intermediate Qual (IQ) provides the bulk of the technical rigor. Finally, the Advanced Qual (AQ) serves as a guidepost for career decisions. Don't wait until you finish the IP IQ to look at the AQ. The coursework, billet experience and technical certifications in the AQ are meant to channel career choices into a constructive framework so that the community is prepared to meet commander and captain billet requirements. By the same token, the Continuing Education Unit program is an important adjunct that if used correctly can help IPs keep abreast of cutting edge technologies. CEUs can help you be constructive change agents for the or-

ganizations you serve. Bottom Line: Information Professionals must be technical experts throughout their careers, ready to lead in the wide range of mission areas supported by FORCENET.

IP Senior Officer Course

The first IP Senior Officer Course was held in August for new IP commanders and included a good mix of IP captains that had not previously attended. The course covered the following themes:

- NCW theory, concepts and lexicon
- Collaboration, shared sense-making and social networking
- Executive Leadership and Knowledge Management skills
- Warfighting innovation/Analysis & Innovation competencies

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- Organizational Development and Change Management
- Learning Organizations

The class culminated in completion of a class project covering current Fleet C5I and Knowledge Management issues. This course will be held twice a year. IP commanders should plan to attend prior to serving in their CDR Sea Milestone tours.

Lateral Transfer

Interested in Command and Control (C2) as a Career? The IP Community is looking for Warfare Qualified Officers at all ranks. IP officers can expect to serve at sea regularly and lead Navy's network elements both afloat and ashore. September 2, 2004 was the deadline for receipt of applications for the November Lateral Transfer/Augmentation Board. Packages received after that date will be held for the June 2005 board. For questions regarding a career as an IP, contact the IP Officer Community Manager (nancy.dillard@navy.mil, Comm. (901)874-3512 or DSN: 882-3512), visit the IP page on the BUPERS website at <http://www.bupers.navy.mil/pers4420/ipjobsearch.html>. For questions regarding the lateral transfer and augmentation process, contact Officer Accessions (N131D) at maria.wilke@navy.mil at (703) 693-2313 or DSN 223-2313.

IP Augmentation

Augmentation is an important milestone that provides officers career status. In the IP Community, augmentation is linked to achievement of IP Qualifications. Officers requesting augmentation should ensure that they have met grade appropriated IP Qualification standards.

IP Milestone Sea Screen Board

The annual IP CAPT/CDR/LCDR Milestone Sea Screen Board is scheduled for October 12-15, 2004. Officers selected for captain, commander or lieutenant commander receive their first of three looks in the calendar year they are selected.

- Historical success factors for IP milestone screening include:
- Outstanding Performance in IP Milestone sea tours.
- Assignment complexity/scope of responsibility.
- FITREP breakouts, both hard and soft.
- Education - Technical Masters.

- Performance in assignments in active theaters of operation.

Additional factors contributing to successful screening for those who were recent lateral transfers to the IP Community:

- Performance in Source Warfare Community
- Documented achievement of C4I/IT organizational goals
- Personal preparation in IP Career Competency areas

Officers selected for sea milestone tours are assigned through a community flag officer slating process. Officer desires, planned rotation date, and career performance are balanced with the needs of the Navy. IPs should plan ahead in order to complete grade appropriate sea tours prior to their in-zone promotion look and provide desired billet/ship type and homeport priority to facilitate quarterly development of the Sea Slate.

IPs Serving in Individual Augmentation (IA) Assignments

Twelve IPs are currently serving in various IA billets in Iraq or Afghanistan. Officers in Iraq serve with either JTF-7 or the Multi-National Force Iraq, while those in Afghanistan are serving with CJTF-76 or CJTF-180. These lieutenant/lieutenant commander billets are filled in six-month cycles and we anticipate the need for continuing rotations. IP Officers can volunteer for these assignments through their detailer with the concurrence of their local commands. Volunteering early allows more options with timing and avoids short-notice tasking.

IP Joint Qualifications

Joint C4I is an IP core competency area. This includes understanding joint warfighting organization, strategy and policy and PPBES. The IP Advanced Qualification includes JPME Phase I. This can be earned in a variety of ways including CBT & online. Visit: www.persnet.navy.mil/pers440/index.html and/or www.acsc.maxwell.af.mil for more information.

IP TS/SCI Eligibility

All IPs need to establish and keep current their eligibility for access Top Secret and Sensitive Compartmented Information (TS/SCI) clearances. IPs should have a current SSBI on file and submit EPSQ updates every five years, whether or not they are

currently in a qualifying billet. Training en route to many IP Billets requires active TS/SCI Clearances and waiting until receipt of orders to update one's SSBI will usually not support training timelines.

IP LDO/CWO Corner

IP LDOs/CWOs should register for Navy Knowledge Online (NKO). The IP Community section on NKO provides career information, relevant industry/DOD IT initiatives and a forum to provide an input to the future of Navy's C4I mission area. The IP LDO/CWO detailer uses this area to post career and current billet information.

IP LDO/CWOs should pay attention to management of their careers. Talk with your detailer about the timing of billet choices in a career. Performance in grade-appropriate billets at sea is the most important criteria for selection to the next grade. The quality of your sea tours is more important than quantity. IP LDO/CWOs should expect their first sea tours to be 36-month tours. This should allow enough time to knockout OOD and SWO quals, while allowing for continued superior performance of primary responsibilities. Follow-on sea tours will normally be for 24 months. IP Officers need a strong depth of experience, ashore and afloat. Ashore, look for strong leadership opportunities at OPNAV, NETWARCOM, NNSOC, NCTAMS or in one of our Space billets. Proper selection of a shore tour will enhance your technical skill sets and provide a better foundation for follow-on success at sea. Understanding the entire breadth of Joint and Navy C5I systems architecture is a career goal and will not happen by accident.

*CAPT Nancy Dillard,
IP Senior Detailer/OCM
CDR Jack Steiner,
IP Commander Detailer
CDR Peter Falk,
IP Junior Detailer/Placement
LCDR Scott Fields,
IP LDO/CWO Detailer*

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From the Manager/Head Detailer

HR continues to be a dynamic profession! The HR Community Appreciative Inquiry Summit in Lansdowne, Va. in May was extremely productive and rewarding. It provided a clear blueprint to move us forward as agents of the Navy's transformational HR Strategy. Almost 300 HROs attended three days of interactive panels, presentations, small group discussions and breakout sessions. Diverse perspectives and multi-dimensional fleet experience from all facets of the HR field created the framework for our new mission, vision, and strategic plan. HR Community Mission Statement: "We are the Navy's HR experts responsible for leading Human Capital strategies to ensure combat readiness." We established goals and POA&Ms for five spotlight projects:

- **New Directions** – Create a HR organization that leads and manages strategic Navy human capital functions (key roles at NPC, OPNAV, ASN, NETC, CNRC, etc.).
- **Career Paths and Billets** – Identify critical education and experience milestones for HRO professional development. Conduct a Job Task Analysis to clarify/define HR competencies and align billet structure.
- **Functions and Structure** – Specify job requirements that directly support Navy's HR initiatives. Develop collaborative community through information technology. Implement 5-Vector Model for HROs.
- **Key Partners/Stakeholders** – Obtain sponsorship from Navy/DOD organizations for community leverage. Liaison with civilian industry for benchmarking best practices.
- **Professional Development/Education** – Provide specific knowledge, skills, and abilities training. Establish a HR Center of Excellence.

Clearly there is a great deal of work to be done. If you are interested in supporting one (or more) of these groups, please contact CDR Janac, Junior Detailer.

Community Reorganization. As of July 1, the Community Manager and Detailing functions are integrated in Millington. I have relieved CAPT Cynthia Miller, who retired in June after 27 years of superior Naval service; her positive contributions fostered a bright legacy for the future of HR! Our new alignment will streamline policy, coordination, and implementation of community business. CDR Kim Hill is the new Assistant HR Officer Community Manager.

Web Site Transition. The web site will evolve to better serve your needs, however, there may be disruption as we shift to a new web management system at NPC. HR "Community Connections" will phase out and "re-host" on NKO. Please email us if you have difficulty finding information or resources.

Promotions. Congratulations to our new captains, commanders, and lieutenant commanders! Although subspecialty development, HR Certification (SPHR/PHR), and Joint education are gaining emphasis, the primary factor for selection is proven performance in challenging positions. Aircraft carrier training officers and major staff billets continue to be very career enhancing assignments. It is imperative that you stay abreast of emerging skills such as Human Performance Technology, Human Systems Integration, Balanced Scorecard, and analysis tools. Keep learning and mentoring each other!

Milestones. The CO/XO Screen Board has been renamed as "Commander/Lieutenant Commander Milestone Screen Board" to reflect our growing identification of HR staff billets requiring solid leadership skills as well as proven technical expertise. These strong manpower jobs will be fully equivalent to traditional Commanding Officer and Executive Officer billets. More of these billets will be added to our slating process as we gain approval from RDML Crisp and CNP. The HR Commander/Lieutenant Commander Milestone Screen board will be October 4-7, 2004, and the HR Major Command Screen board (no name change) will be held October 7-8. Candidates for screening get three looks starting with the October board, after promotion selection results are released for the next rank. There is a waiting list (bank) for milestone tours approximately two to three years from time of selection. Slating is based on seniority (primary factor), PRD, experience, and personal desires. Due to unforeseen command reorganizations and personal decisions, a milestone billet may "pop" open or disappear, so be flexible if you are ready for a milestone tour.

CAPT Karen DeForest
PERS-4421

From the Junior HR Detailer

I come across many records that are missing educational achievements (bachelor and master degrees), subspecialty codes, additional qualification designations, fitreps, and photos. Please take the time to review everything on your CD-ROM and ensure all documentation is current. I can add AQDs only! Ms. Bullard, our HR assistant, can add subspecialty codes based on education and experience. You need 18 months for qualify for Subspecialty or AQD for a particular billet. Common AQDs are for DH credit (CB), HR certification (RA), and recruiting (H table). Common subspecialty codes are: Manpower (3130), training (3150), operations analysis (3211), financial management (3110). Please review the "Manual of Navy Officer Manpower and Personnel Classifications" under BUPERS instructions, NAVPERS 15839I to determine what you qualify for. Please submit fitness reports, diplomas, transcripts, certificates, etc. to me via email, fax, or regular mail. Consult the directory at the end of this publication for POC information. Email is the best way to reach me if you have any questions regarding your record.

CDR Kate Janac
PERS-4421A

NavyOneSource is an information and referral system that links Sailors and their families to both military and community resources.

Go to www.navyonesource.com or call 1-800-540-4123 in CONUS or 800-5404-1233 OCONUS. Type in "Navy" for login and "Sailor" for PIN